

CONSIDERING EQUITY DURING COVID-19

Many employees will be juggling a variety of needs in their home environment, including caring for children, pets, spouses and partners, parents, and more. Keep in mind that this additional burden of care might not be equally distributed in your colleagues' households



Approach Expectations of Others with Compassion and Understanding



this time is bound to induce stress, anxiety, and mental health strain

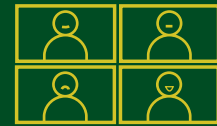
you may have feelings of loss or confusion
Be patient with yourselves and one another

Consider the unusual needs that a virtual university environment will create, such as time zone differences and colleagues needing to alter their work hours to allow for multiple family members to utilize the strained internet capacity in their home



CENTER EQUITY

equitably share the work load for your office among colleagues



we're here for you!

Consider creating water cooler-style, casual, virtual check-ins for your team to share where they are at and how they are feeling on a regular basis



REMEMBER: ACCESS TO RESOURCES IS LIKELY UNEQUAL AMONG COLLEAGUES

internet workspaces computers

supervisors, utilize

FLEXIBILITY

The virtual workspace is not immune from incidents of bias

THE BIAS REPORTING SYSTEM

located at supportandsafety.colostate.edu is a resource for you if you experience an incident of bias

It is imperative that you not engage in racist narratives or promote harmful stereotypes. Do not use phrases linking COVID-19 to one country, race, or ethnic group

Remember: Not everyone is working remotely. Thank you to the employees who are taking care of our university campus, including our custodial, facilities, and maintenance staff, animal caretakers and more



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