

WDN January 14, 2021, Meeting Notes

ACT Rochester Hard Facts Report Follow Up

At our meeting on January 14, we continued our review the findings of the ACT Rochester “Hard Facts” Report, and spent considerable time looking at underlying causes and responses to the issues it raised.

We began the meeting with a quick overview of the report’s findings to refresh everyone’s memory, and we also sent out information in advance about the findings that we encouraged participants to copy and bring to the meeting. The full ACT report is available at [2020HardFacts.pdf \(actrochester.org\)](https://actrochester.org/2020HardFacts.pdf) .

The questions we discussed and the feedback they generated follow:

- What are one or two specific things that you or your organization can do to use this report and communicate its content to the widest possible audience?

It is being used in the NCBI workshop on the Myth of Meritocracy to get people to think about these issues.

It is being used in the strategic planning process to substantiate the value of focusing on equity.

One of our members is working with LEAD and will be using data from Hard Facts.

The findings are being used to provide data to consolidate voices in our organization that has resulted in new demands with more urgency.

We have been missing a coordinated effort in our organization and this data helps to bring people together to engage the issues.

This report has given us more attention from leadership – positive attention.

We want to move from data awareness to results and internalization.

Racism should be declared a public health crisis.

-
- How will you incorporate this data as part of your in-house DEI training and strategic planning process?



Workforce Diversity Network

We are taking the time to do things we think are most important and follow through. Better to do a few things well than to have a broad array of things we do not do well.

- Include some examples of how this data is being used now or how you plan to use it.

Engaging senior leaders to develop the plans.

Giving marginalized people a greater voice. Stories have power.

All of our efforts and outreach will focus on BIPOC because the status quo is racist.

- What are the possible barriers or challenges you believe you will face in communicating and using this report?

We are concerned that the ACT Rochester data has been around for a few years, without action. People, particularly leaders, do not seem to see this as a priority. Without senior leadership support, we cannot progress.

Until this becomes ingrained in our society and taken seriously, we will always struggle.

How do we move to equitable outcomes without using inequitable processes?

We have done some good things, but we haven't dealt with the racial equity piece.

People feel powerless. I do not know what to do.

To get privileged people to deal with racial equity, they need to see that the world they see today, was manufactured for their benefit.

We are not seeing the people behind the numbers.

There are no official points of contact in our local legislatures.

Organizations need to understand that some of the things we are trying to do are 10-year initiatives and budget and plan accordingly. This is difficult for many organizations that have a short-term focus.

- What can WDN and its members do to help you overcome the barriers?

We need to convene grass roots discussions within our organizations.



Workforce Diversity Network

- Who in your organization is aware of the Hard Facts 2020 report? Senior leadership? Middle management? Individual contributors and colleagues?

People who have an awareness through WDN, NCBI and similar organizations, but that does not usually extend to leadership levels.

- How have they shared their thoughts and reactions about the report?

Usually through meeting of diversity councils or participation in outside organizations, but not so much in day-to-day conversations.

Our next meeting is scheduled for February 11, from 9:00am to 10:30am. Details to follow.