**Collected DEIB Resources**

**Progressive Stack**

A progressive stack is used to give non-dominant groups a greater chance to speak in meetings, group discussions, planning process, or any other forms of discourse. As a leader you have more power than others in your organization, and because of this power are part of the dominant group. The people who work for you have less power and are part of the non-dominant group. White people, heterosexual people, and men are also seen as part of the dominant group, while women, LGBTQ2S+ , people of color, youth, and elderly people are part of the non-dominant group. In most discussions extroverts would be part of the dominant group, with introverts being part of the non-dominant group.

Because you want to hear all voices in your organization during a discussion using a progressive stack can help ensure that those who don’t speak up as often have a better chance to express themselves by allowing their voices to be heard first.

To use a progressive stack as a leader, all you need to do is try and leave your thoughts and comments until everyone else in the room has had a chance to speak. This will eliminate the risk of you speaking earlier and the people in your organization feeling that what you said is the final word and not open for discussion.

To use a more “detailed” progressive stack you can have someone keeping track of who wishes to speak on the topic and organize those people based on whether they are part of the non-dominant or dominant group, allowing those in the non-dominant group to speak earlier in the conversation.

**Prioritizing actions and tasks to make room for work to be done more slowly**

2025 has brought on new stress and trauma for the people in your organization, and this stress and trauma are impacting people’s energy, passion, and ability to work. You may find that things are taking longer for people to complete because of the weight they are feeling right now.

You may also find that you have new tasks and projects that have appeared because of the rapid changes being made with executive orders. You cannot just add this new work on top of the old work and expect your team, which is already experiencing more stress and trauma, to just do more. You need to create space for this new work.

On Page 6 of the Urgency workshop workbook you will find space to list all of the different tasks currently taking place in our organization. You can then identify each task as real urgency, false urgency, and accepted or cultural urgency.

Once you have this list you can start to focus on the false urgency and accepted urgency tasks and start to prioritize them in your organization from most important to get done to least important. Then use the discussion tool on Page 9 of the workbook to debrief these tasks and look for how you can shift these tasks to becoming non-urgent.

Although this workbook is focused on urgency, you can do this same exercise for all of the different tasks and projects in your organization to create a priority list so you and your team are clear on what needs to get done when. This will create more space in your organization for people to work at a slower pace while dealing with the current stress and trauma of the start of 2025.

**White Supremacy Characteristics as workplace improvement**

Openly working on DEIB officially may be something your organization does not feel comfortable doing at the moment. However, those people being most affected by the recent anti-DEIB and racist policies of the government need to see that your organization still thinks this work is important.

You can do this by working on DEIB through the lens of general workplace improvement. Many, if not all, of the characteristics in this document can be discussed and worked on as general improvements even though research shows that each of these characteristics comes from white supremacy culture.