



Retaining an Inclusive Workforce: Navigating Dual Role Employees Stressors

The 15 MINUTE FIX

to accelerate innovation and growth through strategic management

We know you know...

- **Please mute your phone line**
- **Please use the CHAT window for your questions and comments**
- **If you have any technical issues, please use the CHAT window to let us know**
- **We will open the lines for discussion after the 15-minute presentation**
- **Webinar slides and recording will be available for download within 24 hours**

A Learning Community

We are Focusing on Improving our
Diversity and Inclusion Practices

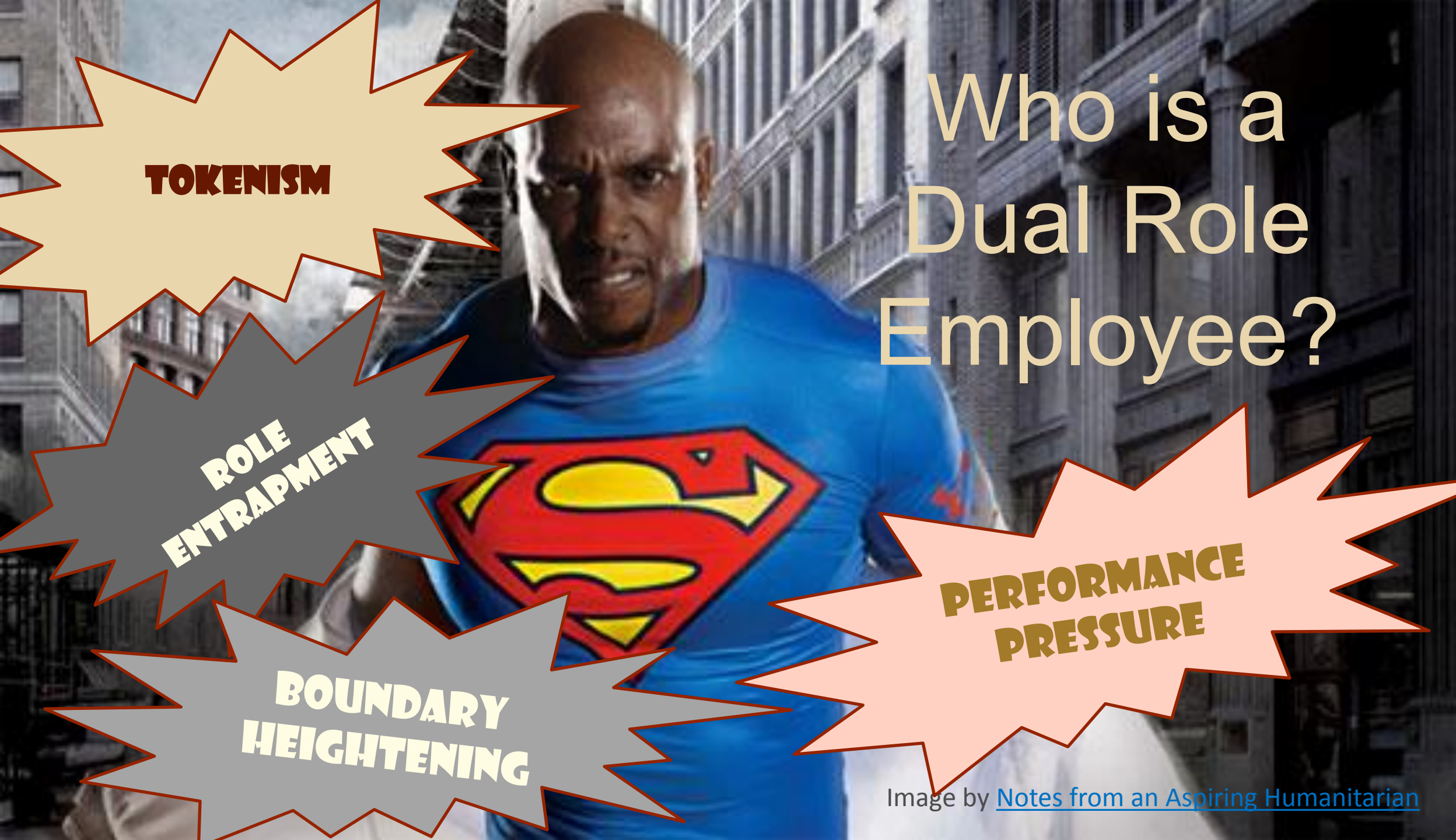
Diversity

Inclusion

- Identify evidence-based strategies
- Learn from case study examples
- Access available resources







Who is a Dual Role Employee?

TOKENISM

**ROLE
ENTRAPMENT**

**BOUNDARY
HEIGHTENING**

**PERFORMANCE
PRESSURE**

Dual Role Stressor #1

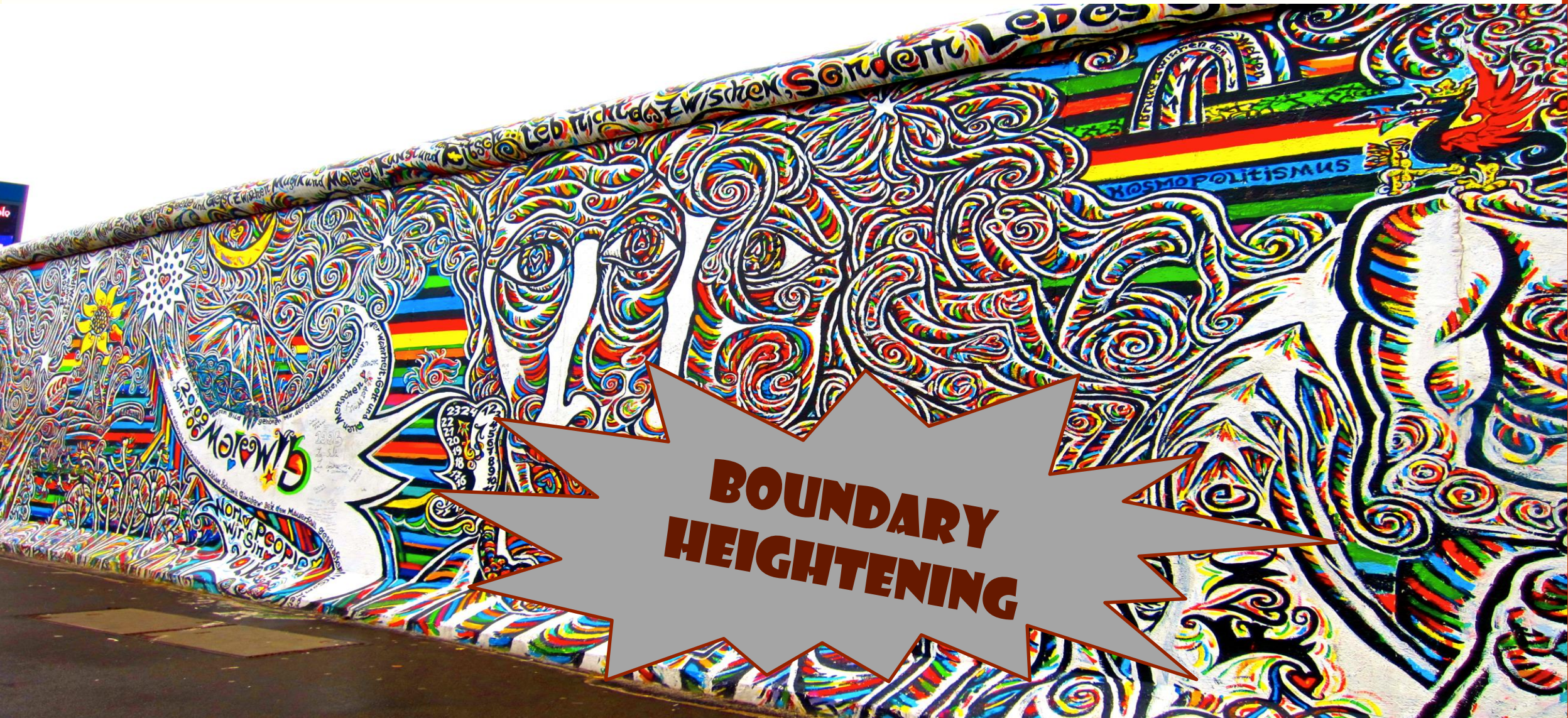


Dual Role Stressor # 2



**PERFORMANCE
PRESSURE**

Dual Role Stressor # 3



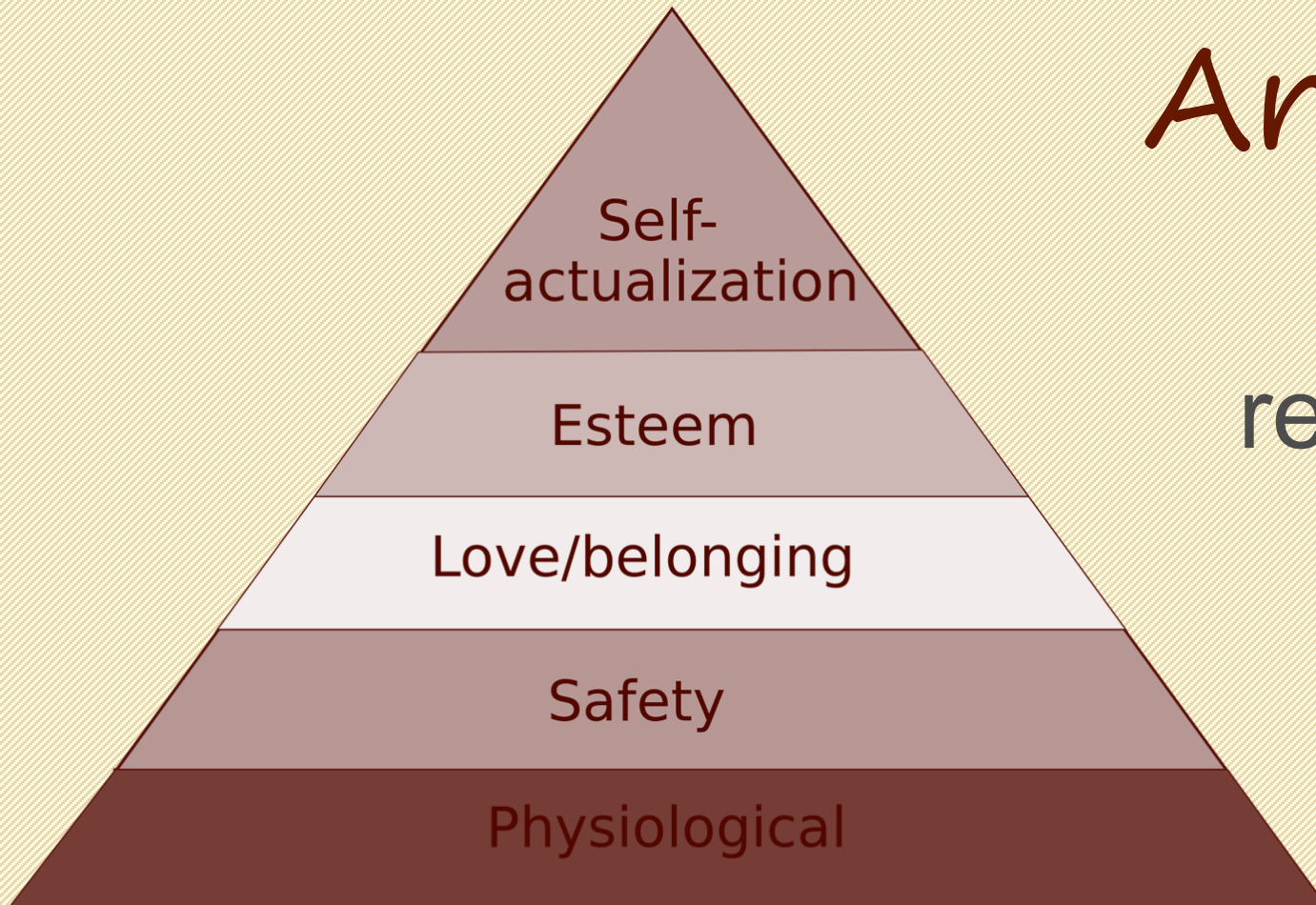
**BOUNDARY
HEIGHTENING**

Dual Role Stressor # 4



**ROLE
ENTRAPMENT**

The Focus: Dueling Dual Roles



*Are we willing
to...*

recognize, dissect
and
address

In Focus: Case Story



Poll Question

What types of dual role stressors have you experienced?

- Performance Pressure
- Tokenism
- Boundary Heightening
- Role Entrapment

What types of dual role stressors have you witnessed?

- Performance Pressure
- Tokenism
- Boundary Heightening
- Role Entrapment

Try it!



- ✓ Submit a CRIS request
- ✓ Review these ideas in a staff meeting
- ✓ Review these ideas with HR Director
- ✓ Training resources on CISP website
- ✓ Join the HO2020 Learning Group

Be Mindful...and keep the conversation going

Michael Everett,
Project Coordinator
michael.everett@etr.org

BA Laris,
Research Associate
bal@etr.org

<http://www.etr.org/cisp/webinars/>

