

ZENA NEWS

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LEAD THE CHANGE YOU WANT TO SEE



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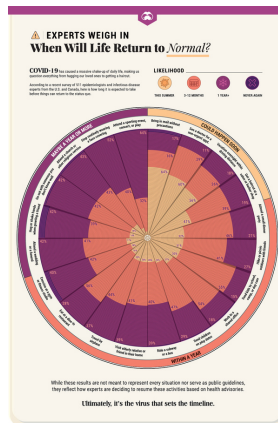
*Diversity & Inclusion
Strategies*

Managing Re-Entry & 'The New Abnormal'

We're optimistically planning a return to work. Assuming vaccination rates continue to rise, on-site precautionary measures are affordable and effective, and the (so far three) variants are easier to control, many organizations want to bring employees back "to normal" soon.

Many Owners = Complex Problems

This 2020 chart by 500+ USA and Canadian scientists was surprisingly accurate in predicting timelines for resuming basic personal activities, but didn't entail 2021 post-pandemic workplace challenges such as: a lack of child care, vaccine resistance, or employee reluctance. These touch on primal themes (health, values, money), and are foolish to ignore.



[When Will Life Return to Normal?](#)

'Diversity of Thought' Creates Inclusive Solutions

Communication is the unifying tool to rely on for the cross-functional policy changes leaders and managers are juggling now. Be curious. If you cultivate a caring culture, soliciting ideas from many different sources will be easy, and help you arrive at decisions that are accepted by a majority. Every business and organization has to consider a combination of factors: people, government restrictions, location, and sector or industry standards. And, we're still dealing with a moving target, so flexibility is your friend.



COVID Updates by County

The pandemic isn't over until it's over. Get the latest information for your business or organization at [Smart Washington](#).

Spotlight on Native American Women

Seeds of Culture: The Portraits and Stories of Native American Women is an online exhibit by photographer [Matika Wilbur](#). In this collaborative project at the [Whatcom County Museum](#), community members were invited to share photos and stories about a beloved matriarch.

Dedicated to "changing the way we see Native Americans", Wilbur is also the creator of [Project 562](#).

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