

THE POWER OF DIVERSITY

3-2-1 DISCUSSION GUIDE

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3 TAKE-HOME MESSAGES

Review these messages together.

Value diversity.

Valuing diversity does not mean that you must agree with everything, but it means you are open to better understanding and respecting DEI concepts and principles.

Self-reflect.

Dig deep and drill into who you are. Think about what you believe and how you came to hold those beliefs.

Assess your cultural knowledge.

We don't know what we don't know. Own where you are in the process and then identify gaps and seek knowledge to become better informed about DEI.

2 QUESTIONS TO CONSIDER

Question for **team discussion**

Share your thoughts with your team.

Why is it important to you to learn about and practice DEI principles at our workplace?

Question for **self-reflection**

No need to share your answer or thoughts with anyone.

Can you think of a previous example when you could have made someone feel more welcome but didn't ... and how would you handle that situation differently now?

1 ACTION TO TAKE AS A TEAM AND ONE TO TAKE AS A JOURNEYIST

Make a commitment together as a team to implement at least one of the suggestions below. This will be your team behavior change.

- Make an effort to greet everyone by name.
- Make a staff directory and, with their permission, add an interesting piece of information about each person on the team.
- End meetings by inviting team members to recognize and celebrate the accomplishments of other team members.

Make a commitment as an individual to follow through on at least one of these suggestions (this can be private).

- Identify and consider examples of cultural conditioning in your own life. Ask yourself, "What do I believe and how did I come to hold these beliefs?"
- Be on the look out for mental shortcuts that you use to lump groups of people together. Be open to seeing people as unique individuals.
- Challenge yourself to step out of your comfort zone by going someplace new or talking to someone you wouldn't normally interact with.