## 3 TAKE-HOME MESSAGES
Review these messages together.

<table>
<thead>
<tr>
<th>Value diversity.</th>
<th>Self-reflect.</th>
<th>Assess your cultural knowledge.</th>
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<tbody>
<tr>
<td>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.</td>
<td>Dig deep and drill into who you are. Think about what you believe and how you came to hold those beliefs.</td>
<td>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.</td>
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## 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.