

# THE POWER OF DIVERSITY

## NAVIGATOR TOPIC GUIDE

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This educational module begins our DEI journey with a broad discussion about diversity. Refer to the [Navigator Handbook 1.0](#) and the steps below to help you lead and facilitate discussion!

**1** To begin the meeting, welcome everyone to the room by name.

**2** Remind the group that the culture of a Journey for Teams meeting embodies engagement, open-mindedness, respect, and compassion.



ENGAGED



OPEN-MINDED



RESPECTFUL



COMPASSIONATE

**3**  Play the “The Power of Diversity” video.

**4** Read aloud the 3 take-home messages from the 3-2-1 Discussion Guide:

**Value diversity.** Valuing diversity does not mean 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, identify gaps and seek knowledge to become better informed about DEI.

**5** Ask for 1-2 comments on the take-home messages. Try to keep it brief to respect the 15-minute time commitment. (You may have to schedule a future meeting for a more in-depth discussion.)

**6** Read aloud the 2 questions on the 3-2-1 Discussion Guide.

Question for the team:

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

Question for individual self-reflection:

No need to share answers 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?**

# The most important part of the meeting

- 7** As a team, decide on **1 actionable and measurable behavior change** to implement in your workplace. Consider 1 from the list below, or come up with your own idea.

- ☐ 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.

Our actionable idea

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- 8** Invite the team to self-reflect. Team members have the option to consider and commit to **1 personal behavior change** (no need to share them with anyone).

- ☐ 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 lookout 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.

- 9** **Thank everyone for contributing, and congratulate yourselves on how much you accomplished in 15 minutes!**

