



Actions & Questions to Ignite Inclusive Conversations

Are you striving to create psychological safety in your team? You can start here, by implementing the following 3 steps:

Strive to Find Common Ground

- Be open about your leadership/work style and inspire people to do the same**
- Be present, available, and welcoming to colleagues and members of your team**
- Seek feedback, dissenting opinions and overall input from your team**
- Ask: How can we make you feel you can communicate openly?**

Demonstrate Authenticity

- Be aware of the message you are sending through your body language**
- Share insights about your life outside of the office settings**
- Share past failures and lessons learned openly**
- Ask: How can we make you feel welcomed to express your true self at work?**

Ignite D&I Courageous Dialogues

- Seek understanding from minoritized perspectives**
- Reflect on gained knowledge**
- Embrace the truth of who you are talking to**
- Don't allow behaviors like interruptions, personal attacks, or placing blame**
- Ask: Have you ever felt rejected for being different?**