



Actions & Questions to Ignite Inclusive Conversations



Actions

- Engage in a reverse mentoring experience with a focus on inclusive behaviors
- Schedule meetings with the heads of Employee Resource Groups to discuss their employee experience in the organization
- Be prepared to authentically discuss your “diversity story”
- Demonstrate curiosity about team members experiences, perspectives, and feelings
- Be aware of the dynamics of intent vs impact during D&I conversations
- Sharpen your listening skills by: 1) confirming what you understand as a listener; 2) let members speak without being interrupted; 3) keep emotions in check by not showing defensive behaviors
- Be intentional about demonstrating inclusive language, images, and symbols
- Complete a psychological safety assessment of your team/organization



Questions

- Tell me about a time you felt included in the workplace and a time when you didn't
- What are some of the inclusive behaviors displayed by the best leaders you've had in your career?
- How can I better demonstrate my commitment to diversity and inclusion?
- How can I give you more autonomy in how you can best complete your work?
- How can I be more inclusive in my decision making?
- How can I ensure you feel respected and heard?
- How can I better help you access support and resources within and outside of our team?