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GREAT PLAINS DIVISION CONVERSATION SERIES

# Intentionally Inclusive

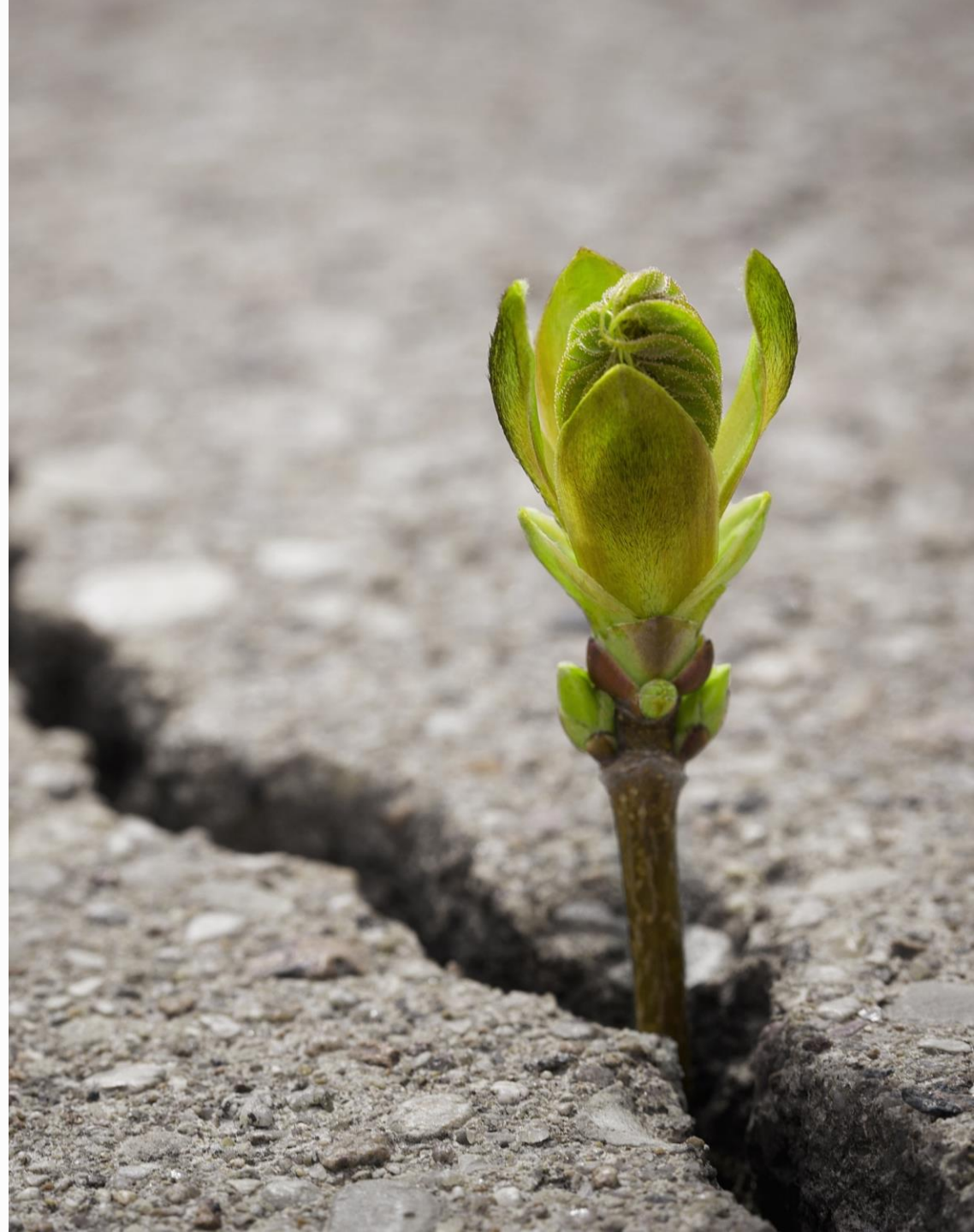
Template by the

Great Plains Division DEIJ Committee



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# Welcome & Introduction



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# Session Outline

- Welcome and Introduction
- Group Learning Norms
- DEIJ Compass Primer
- Identity Wheel
- Breakout Group Conversations
- Info Sharing and Report-Out



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# Group Norms

- Respect and be kind to each other
- Intent is to share with each other & learn
- The goal of this session is not developing a task list; the conversations together and the experience itself is the focus
- No one person is “the expert;” we all have POVs to share
- Embrace vulnerability
- Confidentiality– only share with consent
- Take responsibility to create a safe space
- Listen with curiosity, not judgment
- Lean in and lean out / Take space and make space
- Be present and minimize distractions



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# DEIJ Compass

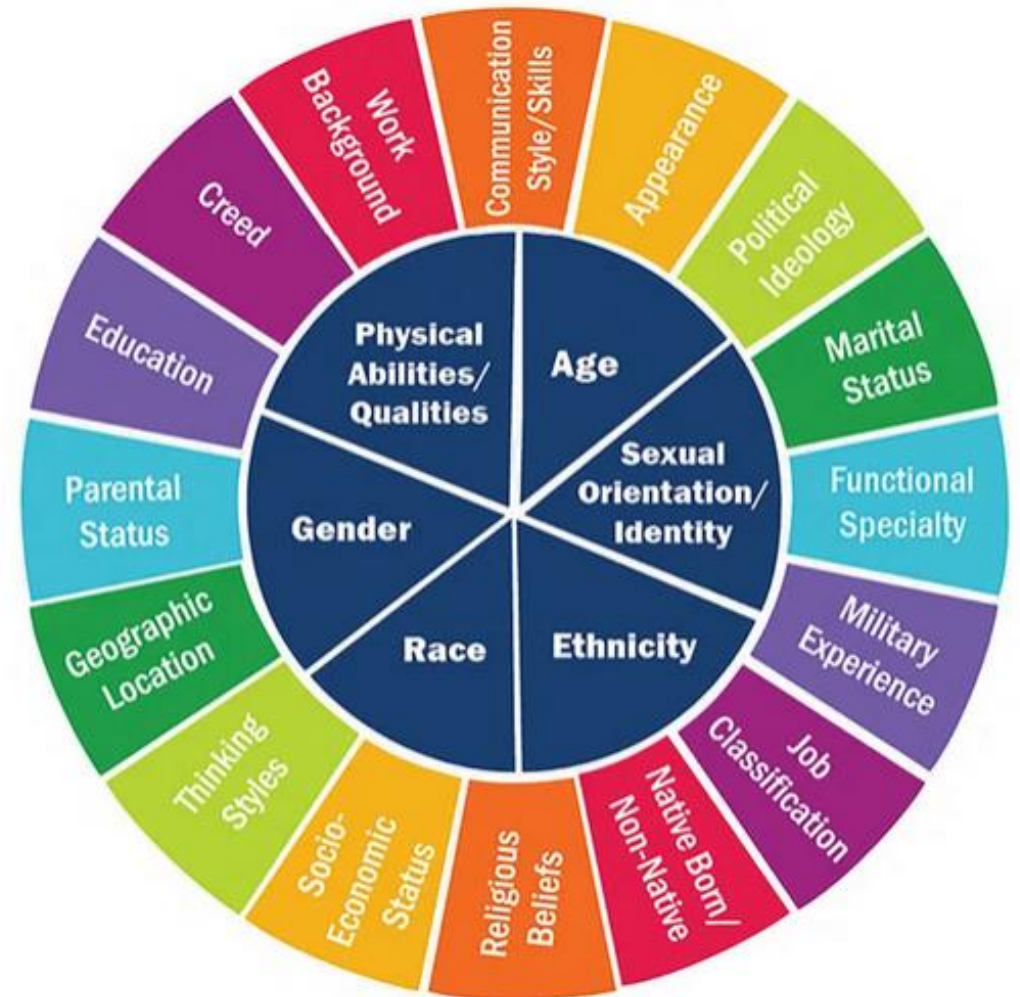
- Directional framework, not a work plan
- Four interconnected dimensions:  
**People**, **Approach**, **Voice**, and **Resources**
- Each dimension offers focal areas, goals, and sample actions and measures
- Opportunity for every individual and every team to apply this framework
- Check it out for yourself on [CONNECT](#)



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# Identity Wheel

- Some questions to ponder:
- Which identities do you think about most/least often?
- About which of your identities would you like to learn more?
- Which identities have the strongest effect on how you perceive yourself and how others perceive you?



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# Definitions\*

- **Code Switching:** The conscious or unconscious act of altering one's communication style and/or appearance depending on the specific situation of who one is speaking to, what is being discussed, and the relationship and power and/or community dynamics between those involved. Often members of the non-dominant group code-switch to minimize the impact of bias from the dominant group.
- **Assimilation:** The process by which an individual of a minority group gradually adopts characteristics of the majority culture, thereby, becoming a member of that culture. This can include the adoption of language, culinary tastes, interpersonal communication, gender roles, and style of dress. Assimilation can be voluntary or forced.
- **Microaggression:** Commonplace daily verbal, behavioral or environmental indignities, whether intentional or unintentional, which communicate hostile, derogatory slights toward culturally marginalized groups.

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# Break-out Conversations: Part 1

- Which of your identities have the strongest effect on how you perceive yourself?
- Which of your identities have the strongest effect on how others perceive you?
- How does your identity show up in your work at TNC?



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# Break-out Conversations: Part 2

- What assumptions have been made about your identity, and what effect did those assumptions have?
- How do you cope with challenging times related to your identity at work or in your personal life?
- How do your identities strengthen or enhance your work or elements of your personal life?

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# Info Sharing and Report-Out

- What key learnings or themes emerged during your conversations?
- What was something you learned that surprised you?
- How did this exercise challenge you?
- How can consideration of different identities at TNC improve our organization's culture?