



*"Dialogue is the center, not sides" – William Isaac*

**KEEP THEM IN THE QUESTION**

- 01 What's stopping us from taking action with DE&I?
- 02 What does it cost us, if all things remain the same?
- 03 What is the difference we want to make with DE&I efforts?
- 04 How do we make DE&I apart of our culture?
- 05 What can I do? and what can the organization can do?

## How to Have an Inclusive Conversation? Preparedness Over Perfection

...

01

### Prepare

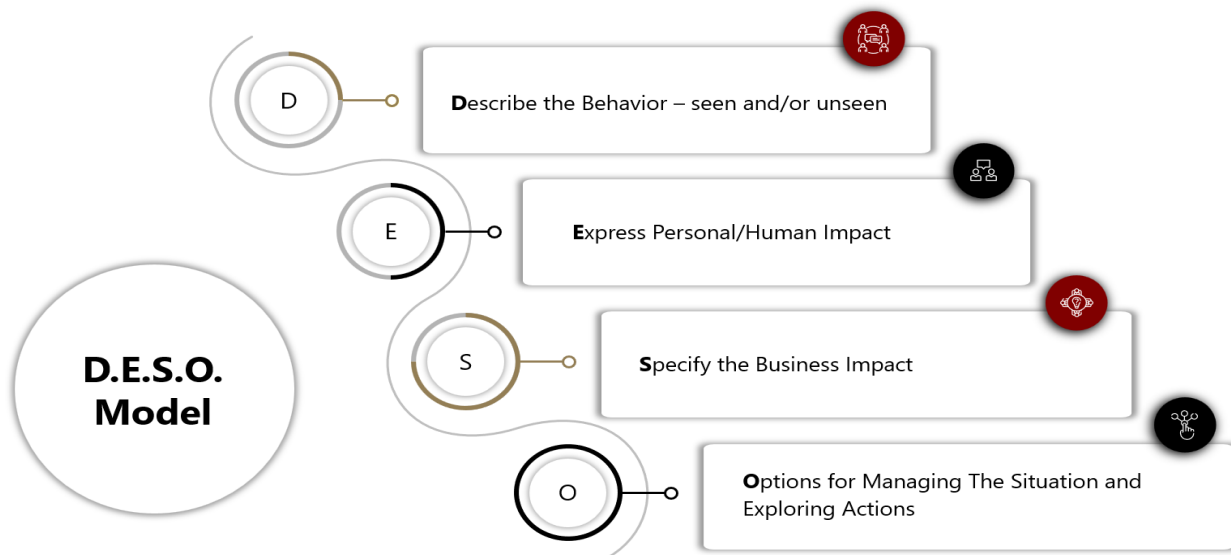
Ensure your intent is addressed by planning out talking points, possible diversions, and brainstorming sessions.



02

### Practice

Use your network to practice having these conversations to ease your comfort and increase your confidence in expressing your needs and conflicts.



### D.E.S.O. Sample

**D** - “I’ve noticed that we haven’t been promoting women and people of color into higher ranks? Have you noticed that?”

**E** - “I think some team members may feel they don’t have a chance to contribute at a high level and are discouraged about their career development.”

**S** - “We could be missing out on their contributions and overlooking helpful perspectives and ideas.”

**O** - “Could we evaluate our development programs and promotion process?” This may be a good discussion at our next leadership meeting – what are your thoughts?”