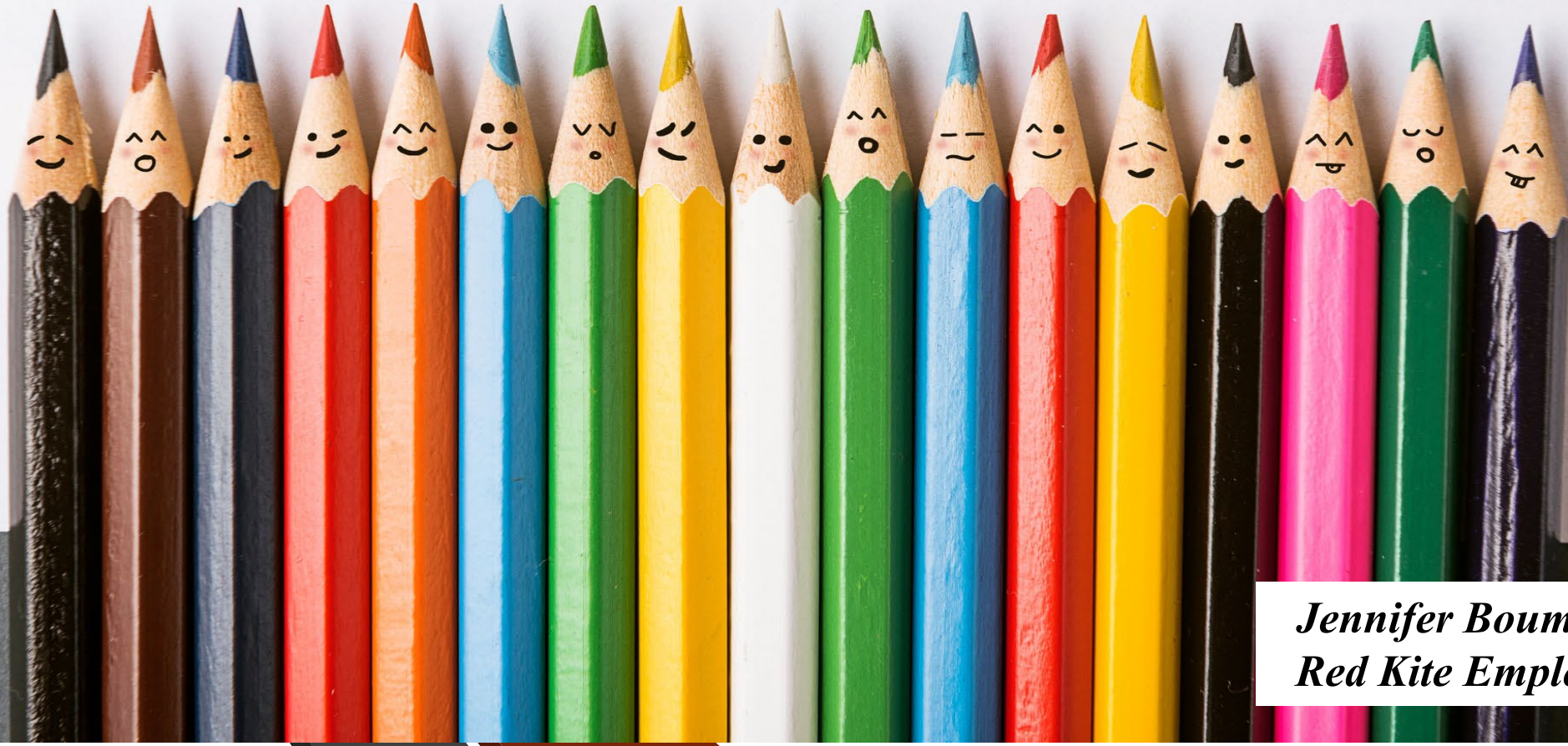


3 PRACTICAL DEIB EXERCISES TO ENHANCE UNDERSTANDING AND CREATE MORE MEANINGFUL CONNECTIONS



*Jennifer Bouman-Steagall
Red Kite Employment Law*

GUIDING PRINCIPLES

- ✓ Come to work as your whole, authentic self.
- ✓ It's okay to not understand. It is NOT okay to be unwilling to learn.



GUIDING PRINCIPLES

- ✓ Expect team members to treat others with respect and dignity, always and no matter what... and especially when they disagree.



GUIDING PRINCIPLES

- ✓ It's okay to talk about the hard stuff, and it's okay to not be perfect.
- ✓ Everyone is accountable for the impact their behavior has on others.



DIVERSITY (REALITY)

The things that make us who we are and different from everyone else. It is what makes us each unique and interesting.



EQUITY (LOGISTICS)

A sense of fairness,
even though not necessarily equal.



INCLUSION (ACTIONS)

The intentional act of creating fairness and equal opportunities so that every voice is valued and has an opportunity to be heard.

Consider who should be in the conversation to get the best outcome.



BELONGING (FEELINGS)

A human need to belong in our own unique way; being welcomed, appreciated and invited to the “table” because of the value we bring, not because of the box that we check.



WHAT'S YOUR
STORY?

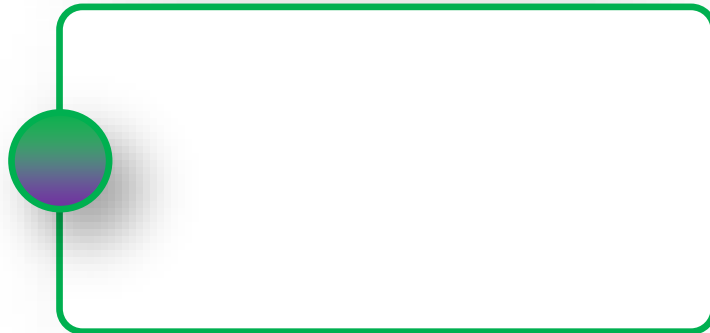
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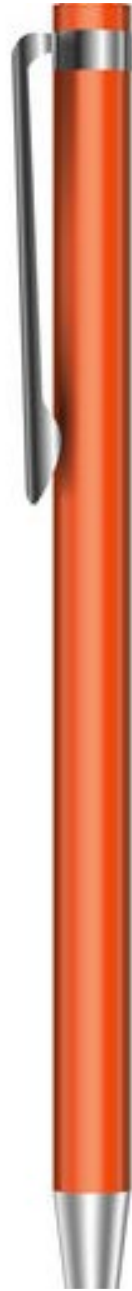


I AM...



I AM NOT...





NEXT STEPS

- ✓ Model **Vulnerability** and **Accountability**
- ✓ Invite story sharing of inclusion and **Belonging**
- ✓ Be more **Curious** and less defensive
- ✓ Earn and build **Trust**



THANK YOU!

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