



# ED ENUF

THE DIVERSITY E-LEARNING PLATFORM

How To Start  
The Conversation  
Around Diversity

# ED ENUF

*You will find these icons positioned throughout Ed Enuf's handouts to bring your attention to important points and help you sharpen your skills.*

## **ACTION PLANNING**

Unless applied to our day-to-day behavior, learning does not transfer into action. Here's a place to write down how you will apply what you learned.



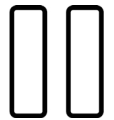
## **DATA POINT**

Here's the data to back it up! You'll find a study, statistic, or scientific finding that supports the essential nature of the topic.



## **PAUSE FOR EFFECT**

It's easy to read through an important point without synthesizing it. When you see this icon, reread the highlighted sentence, then take 60-seconds to ponder it.



## **PLAY VIDEO**

Before continuing, log onto the Ed Enuf platform and watch the corresponding video lesson. We'll introduce the key concepts that will be discussed in the following topic.



## **SPARK THE CONVERSATION**

Practice your critical thinking skills by answering these questions – either individually or as a group.

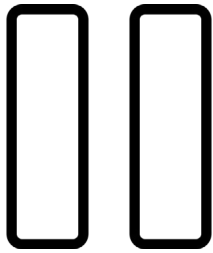


## **TIPS FOR SUCCESS**

Here's an invitation to implement something new into your everyday life. Try applying it and see how it goes!



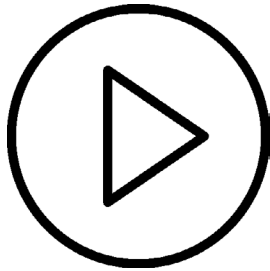




*“NOT EVERY COMPANY IS READY TO CREATE AND IMPLEMENT STRATEGIC PLANS AROUND DIVERSITY. CHANCES ARE THAT HOURS OF INFORMAL DISCUSSIONS (OFTEN PAINFUL AT YOUR ORGANIZATION), HAVE YET TO YIELD LASTING CHANGE TO POLICIES, PRACTICES AND PROCEDURES.*

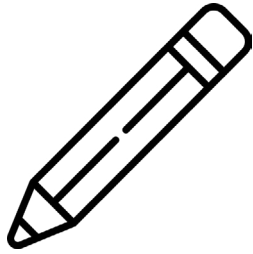
*WE ENCOURAGE YOU TO MOVE SLOWLY AND CAREFULLY AT THE START BECAUSE IN ORDER TO OBTAIN DEEP ORGANIZATIONAL CULTURE GROWTH AND CHANGE, YOU WILL NEED DEDICATION, PATIENCE AND STRATEGY.”*





Log onto Ed Enuf and watch

## HOW TO START THE CONVERSATION AROUND DIVERSITY

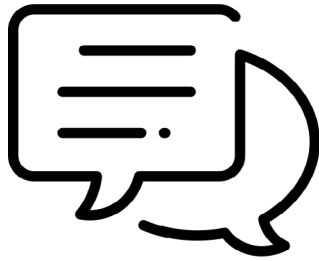


## *Getting In Touch With Your “Why?”*



Clearly articulating your sense of the purpose of diversity helps bring clarity into the conversation. Your answers to these reflective questions can be kept private.

Examining your motivations can help others better understand your perspective and prepare you to understand someone else’s perspectives.



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- What is your short definition of diversity?
  - Why is diversity important to you in your personal life? Why professionally?
  - What are two formative experiences you had that shaped your perspective on diversity?
  - What are some benefits of diversity to you personally and to your organization?
  - What are some risks to you and to the organization?
  - How might someone of different background (racial, ethnic, culture, etc.) in your organization answer the last two questions differently from you? Why?





Notable statistics of  
*Diversity in the Workplace*

1. Nothing can help a potentially useful conversation go off the rails like a harsh start. Jumping into a sensitive topic without preparing people is inviting unnecessary racial anxiety, misunderstanding and/or conflict. <sup>1</sup>
2. A harsh start is when the beginning of an interaction has too much intensity too fast. Strong early engagement can be perceived as aggression, which in turn instigates defensiveness in others. Many good ideas get lost in conversations due to harsh starts. <sup>1</sup>
3. A soft start includes a greeting that establishes an easy human connection. Give notice that you want to bring up a topic that might be controversial or difficult. Try to schedule an appointment to give the topic the time it deserves. <sup>1</sup>

<sup>1</sup> Lisitsa, Ellie. "How to Fight Smarter: Soften Your Start-Up." The Gottman Institute, <https://www.gottman.com> Softening the Start-up&nbsp;of Your Arguments and Complaints Is Crucial to Resolving Relationship Conflicts., 29 Dec. 2020, <https://www.gottman.com/blog/softening-startup/>.



Three tips for  
*Starting The Conversation  
Around Diversity*

## 1. Ask Good Questions

You are trying to start conversations so your calmness, curiosity and effort to understand others will model the attitude of a learner. Start with questions related to your own experiences and perspectives that build common ground with your conversation partner (i.e. you both enjoy the diversity already present in the company and hope for more). A good question gives the other a chance to use their imagination towards a common purpose.

## 2. Avoid “Bad Questions”

A bad question to open a diversity conversation is one that elicits a defensive response too easily. It might be most directly to the point you are trying to make, but leaders and long-time employees of historically white organizational leaders usually have a learned instinct to defend the organization, the status quo, or the past.

### 3. Plan Strategic Gatherings And Interactions

Healthy workplace diversity happens purposely through intentional effort resulting in cultural change over time. If your workplace has been mostly homogeneous, it will likely take years to see significant results even with reflective tools, support, training and strategic plans. By starting these conversations, you hope to create partners to initiate change within your organizational culture. It will take time and many such conversations, but such strategic conversations lead toward action.



- *In regards to diversity, which aspect of your organization would be easy to talk about with other staff (i.e., values, policies, cultures of team members, etc.)?*
- *In regards to diversity, which aspect of your organization would be difficult for others to talk about (i.e. employee retention, wage gap, new policies, etc.)?*
- *Who are three co-workers I can start the conversation around diversity with this month?*





## MY ACTION PLAN FOR HAVING COURAGEOUS CONVERSATIONS

Based on the self/group reflection done in this course, I plan to practice the following behaviors that will enhance my ability to embrace the diversity that has become a part of the 21st-century workplace:

1.

2.

3.