Diversity, Equity, Inclusion & Systemic Oppression
Part I - Breakout Questions

Breakout Questions #1

- Name, Pronouns, Where do you work? How are you feeling today?
- What are you curious to learn or talk about in this workshop?
- What additions or clarifications do you want to add to the working agreements? The working agreements are listed below for your reference.

  Working Agreements
  Use "I" Statements
  Value both intent and impact, but impact comes first
  Be intentional about how you engage in this workshop
  Stories shared here, stay here. Lessons learned here, leave here.

Breakout Questions #2

- What is your biggest takeaway from the three images just shared about DEI? They're listed below for your reference.
- What is the state of DEI at your organization? Is there a public commitment?
- What is necessary to take DEI at your organization to the next level? How can you help one another?

Image #1

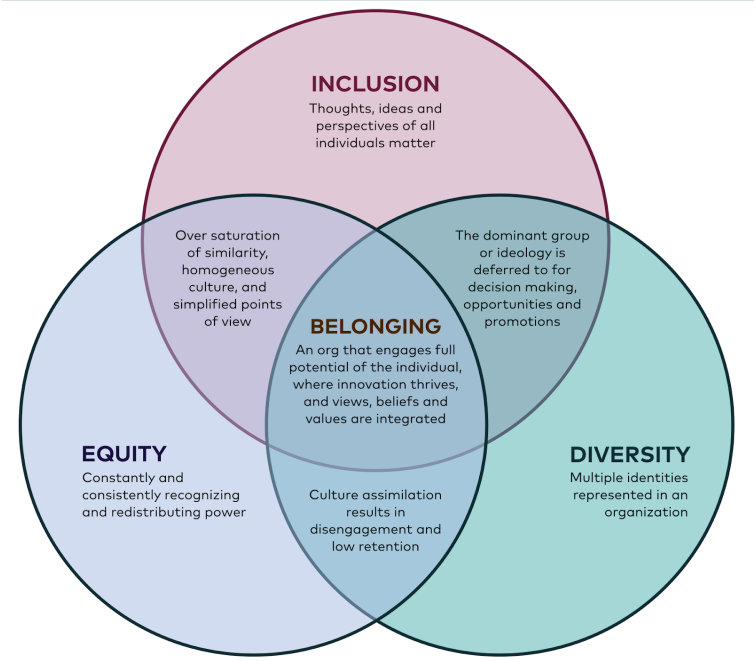
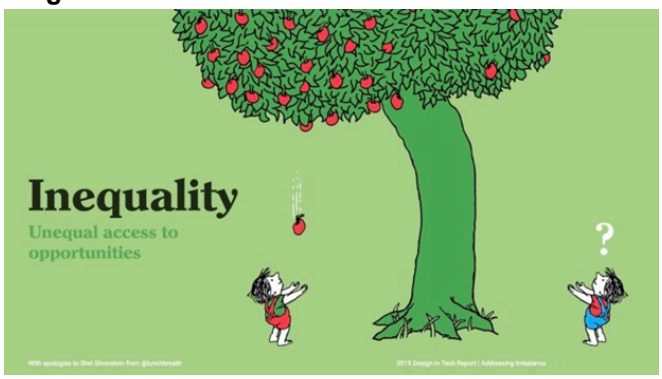
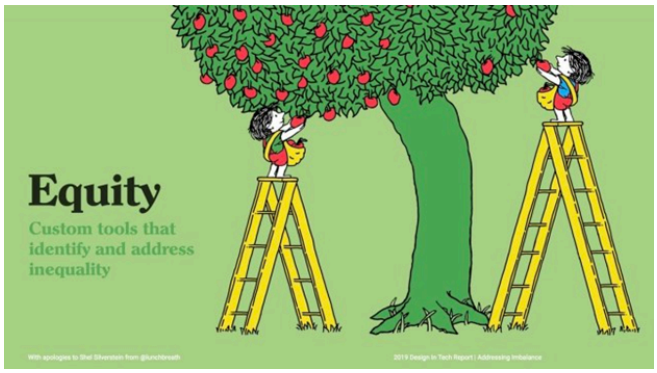
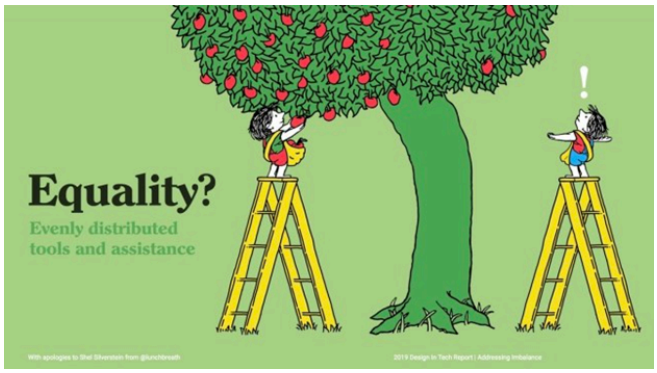


Image #2


Inequality
Unequal access to opportunities
?
With apologies to Shel Silverstein from @lunchbreath
2019 Design In Tech Report | Addressing Imbalance


Equity
Custom tools that identify and address inequality
With apologies to Shel Silverstein from @lunchbreath
2019 Design In Tech Report | Addressing Imbalance


Equality?
Evenly distributed tools and assistance
!
With apologies to Shel Silverstein from @lunchbreath
2019 Design In Tech Report | Addressing Imbalance

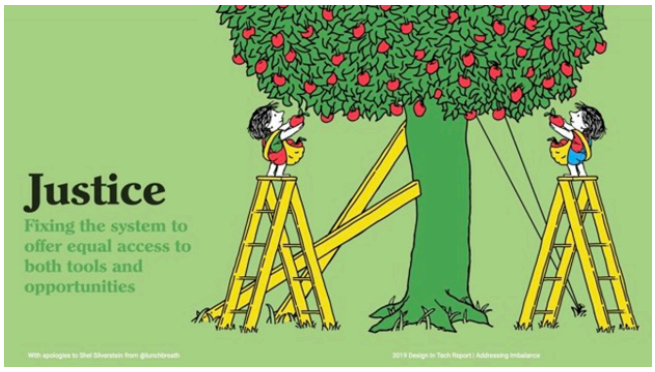
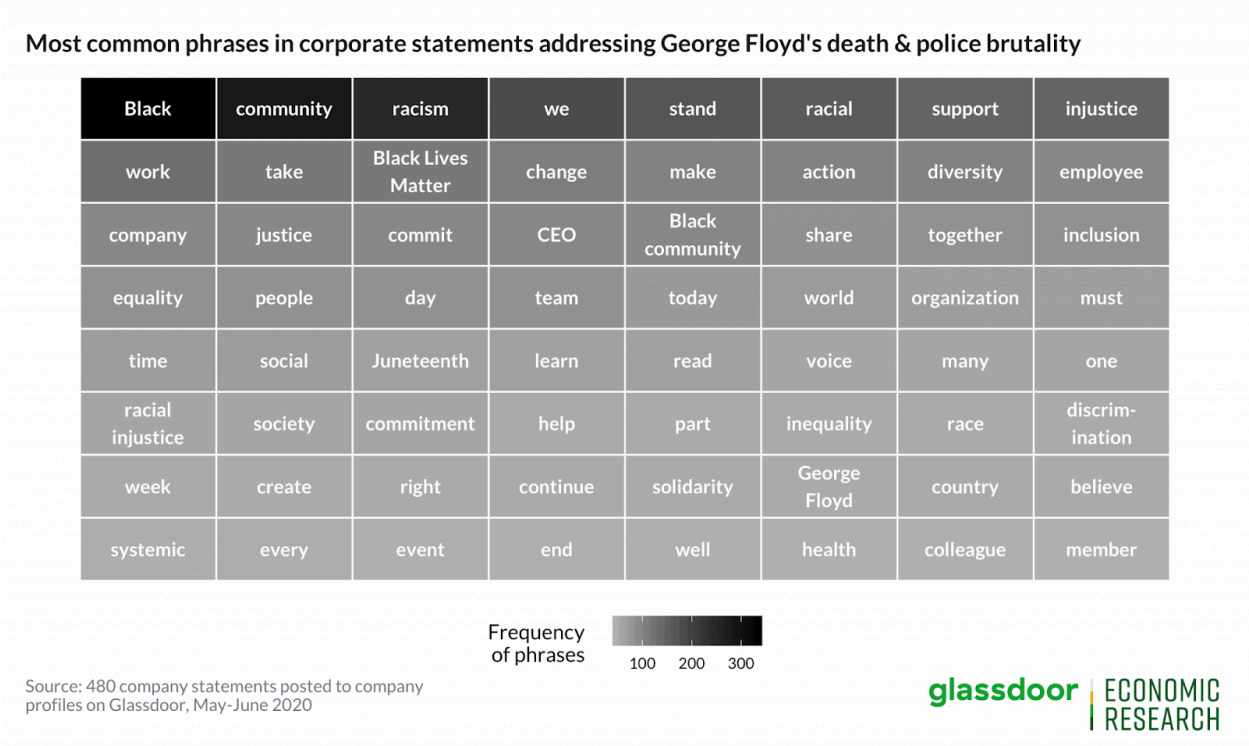

Justice
Fixing the system to offer equal access to both tools and opportunities
With apologies to Shel Silverstein from @lunchbreath
2019 Design In Tech Report | Addressing Imbalance

Image #3



Breakout Questions #3

1. How does oppression show up in your workplace, and what is the “walkway” that makes that possible?
2. Dr. Beverly Daniel Tatum posits us to think about what it would look like to turn around and sprint in the opposite direction of the walkway, or even get off the walkway. What could that look like for you?
3. As you enter your breakout groups, what kinds of conversation are you excited to have?