

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

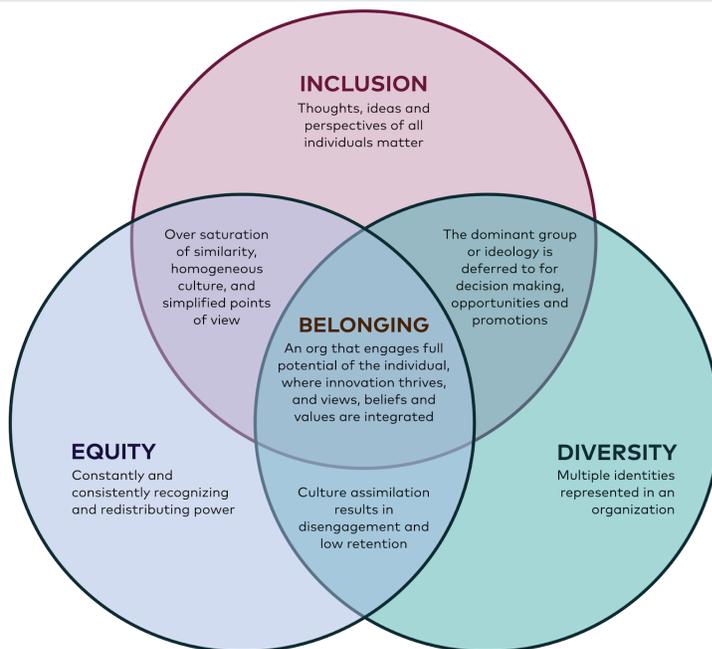


Image #2

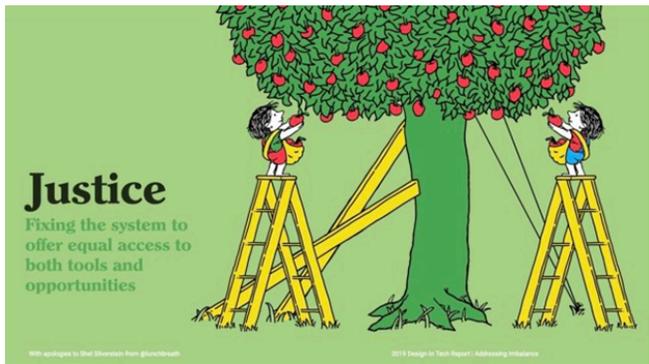
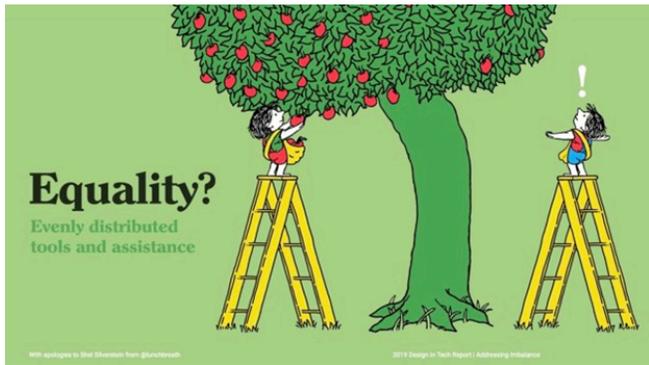
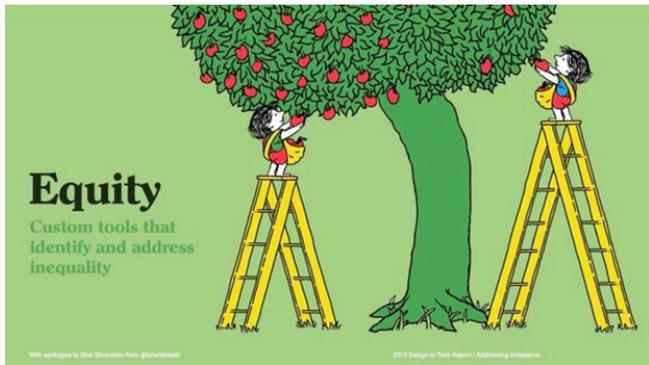
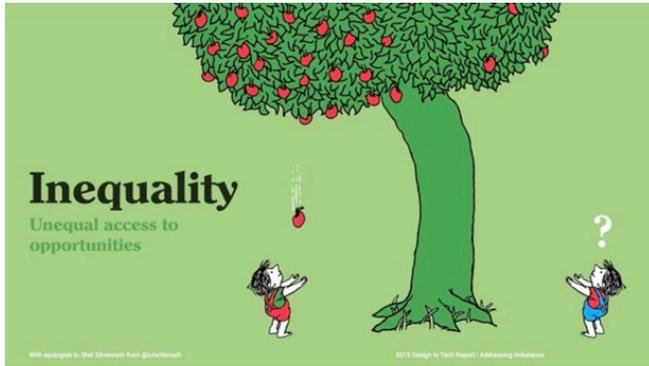


Image #3

Most common phrases in corporate statements addressing George Floyd's death & police brutality

Black	community	racism	we	stand	racial	support	injustice
work	take	Black Lives Matter	change	make	action	diversity	employee
company	justice	commit	CEO	Black community	share	together	inclusion
equality	people	day	team	today	world	organization	must
time	social	Juneteenth	learn	read	voice	many	one
racial injustice	society	commitment	help	part	inequality	race	discrimination
week	create	right	continue	solidarity	George Floyd	country	believe
systemic	every	event	end	well	health	colleague	member

Frequency of phrases
100 200 300

Source: 480 company statements posted to company profiles on Glassdoor, May-June 2020

glassdoor | ECONOMIC RESEARCH

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?