

Valuing Differences

Awareness

- Know your own biases
- Remember your view of the world is unique
- Choose a growth mindset
- Treat people the way they want to be treated
- Seek connection
- Make mistakes; it is normal

Discuss:

- What are some favorite elements of your culture?

Attitudes

- Be curious about what seems different to you
- Work to establish trust, respect & understanding
- Stay engaged
- Expand your comfort zone (step into discomfort)
- Find common ground
- Be humble

Discuss:

- What do *trust* and *respect* look like to you?

Actions

- Pay attention – close & set aside devices/phones
- Let the other person finish speaking before you speak
- Paraphrase to make sure you understand
- Use preferred pronouns
- Learn to pronounce names
- Participate in unfamiliar events

Discuss:

- What makes you feel valued?



Closing

Always ask:

WHOSE VOICE IS MISSING?

HOW DO WE INCLUDE THOSE VOICES?



Resources

Actions for Valuing Differences: ask open-ended questions; pay attention – close laptops, put down cell phones; let the other person finish speaking before you speak; paraphrase to make sure you understood; use preferred pronouns; learn to pronounce names; seek out different perspectives; actively choose to participate in events that are unfamiliar

LinkedIn Learning

- Skills for Inclusive Conversations <https://www.linkedin.com/learning/skills-for-inclusive-conversations/the-need-for-inclusive-conversations?u=50844473>
- Difficult Conversations: Talking About Race at Work <https://www.linkedin.com/learning/difficult-conversations-talking-about-race-at-work/talking-about-race-at-work?u=50844473>

Online sources

- Include All Voices in Your Workplace Culture <https://www.gallup.com/workplace/242108/diversity-inclusion-perspective-paper.aspx>
- Workplace Values – How will we treat each other? <http://www.qmr.com/products/adventure/docs/workbook/chapter4.asp>
- TEDTalk 3 Ways to be a Better Ally in the Workplace https://www.ted.com/talks/melinda_epler_3_ways_to_be_a_better_ally_in_the_workplace#t-228714



Resources

JMU Talent Development Resource Collection Books

- *Belonging at Work* ©2018 by Rhodes Perry, MPA
- *Building on the Promise of Diversity: How We Can Move to the Next Level in Our Workplaces, Our Communities, and Our Society* ©2006 by R. Roosevelt Thomas, Jr., PhD
- *Conversation Worth Having* ©2018 by Jackie Stavros and Cheri Torres
- *Collaborative Intelligence* ©2015 by Dawna Markova, PhD and Angie McArthur
- *Diverse Teams at Work: Capitalizing on the Power of Diversity* ©2003 by Lee Gardenswart, PhD and Anita Rowe, PhD
- *The Diversity Action Handbook* ©2000 by Janet Crenshaw Smith
- *Diversity Beyond Lip Service: A Coaching Guide for Challenging Bias* ©2019 by La'Wana Harris
- *The Diversity Code* ©2011 by Michelle T. Johnson
- *The Diversity Toolkit: How You Can Build and Benefit from a Diverse Workplace* ©1999 by William Sonnenschein
- *How to Be an Inclusive Leader* ©2019 by Jennifer Brown
- *The Inclusion Breakthrough: Unleashing the Real Power of Diversity* ©2002 by Frederick Miller and Judith Katz

