



Discussion Guide

Diversity and Inclusion: The Basics

Part 2

Course Description

Diversity and Inclusion (DI): The Basics Part II online module was designed to provide a common language and framework for understanding how our social identities impact diversity and inclusion at Mercy College of Ohio. Using examples and illustrations, this module strives to ensure that all faculty and staff have the foundational knowledge necessary to support continued learning and development.

The following discussion guide is intended to help a manager or team leader facilitate a follow-up dialogue after the completion of DI: The Basics - Part II.

Course Objectives

- Define the concept or social identities with respect to Diversity, Equity, and Inclusion
- Reflect on your own social identities
- Identity - The qualities, beliefs, and experiences that make a particular person or group different from others.

FACILITATOR INSTRUCTIONS

First, distribute the DI: The Basics - Part I corresponding participant handout (identical to the Facilitator Guide, though without these instructions). Begin by asking for overall impressions and/or reactions. Review the learning goals for Part I, and the definitions of diversity, equity, and inclusion, listed below. Facilitate a discussion using the questions provided on page 2.

Have participants complete the self-reflection activity, found on page 2 of both the facilitator and participant guide, then reconvene to discuss how we, as individuals, can make others feel more included and valued. Finally, have participants complete the action plan, “In the next month, I will...”.

SELF-REFLECTION

The “Four Layers of Diversity” is not only a useful model but can be used as a reflective tool to understand the impact of diversity on your life. Take a few minutes for self-reflection, and then consider the following:

- Think about the four dimensions (Personality, Internal, External, and Organizational) and how various factors have influenced choices in your work and in your life. Which had a positive impact? Which have had a negative impact? Which are you most proud of? Which do you try to hide from others?
- Looking at the factors again, think about those you have difficulty accepting in other people. Which factors do you make snap judgements on? Which influence your

decisions in a negative manner? What factors cause you to try to avoid contact with others? Why is it important that you care about others' identity?

- Select two identities that have had the greatest impact on your professional life. What is their impact? How have they influenced you?

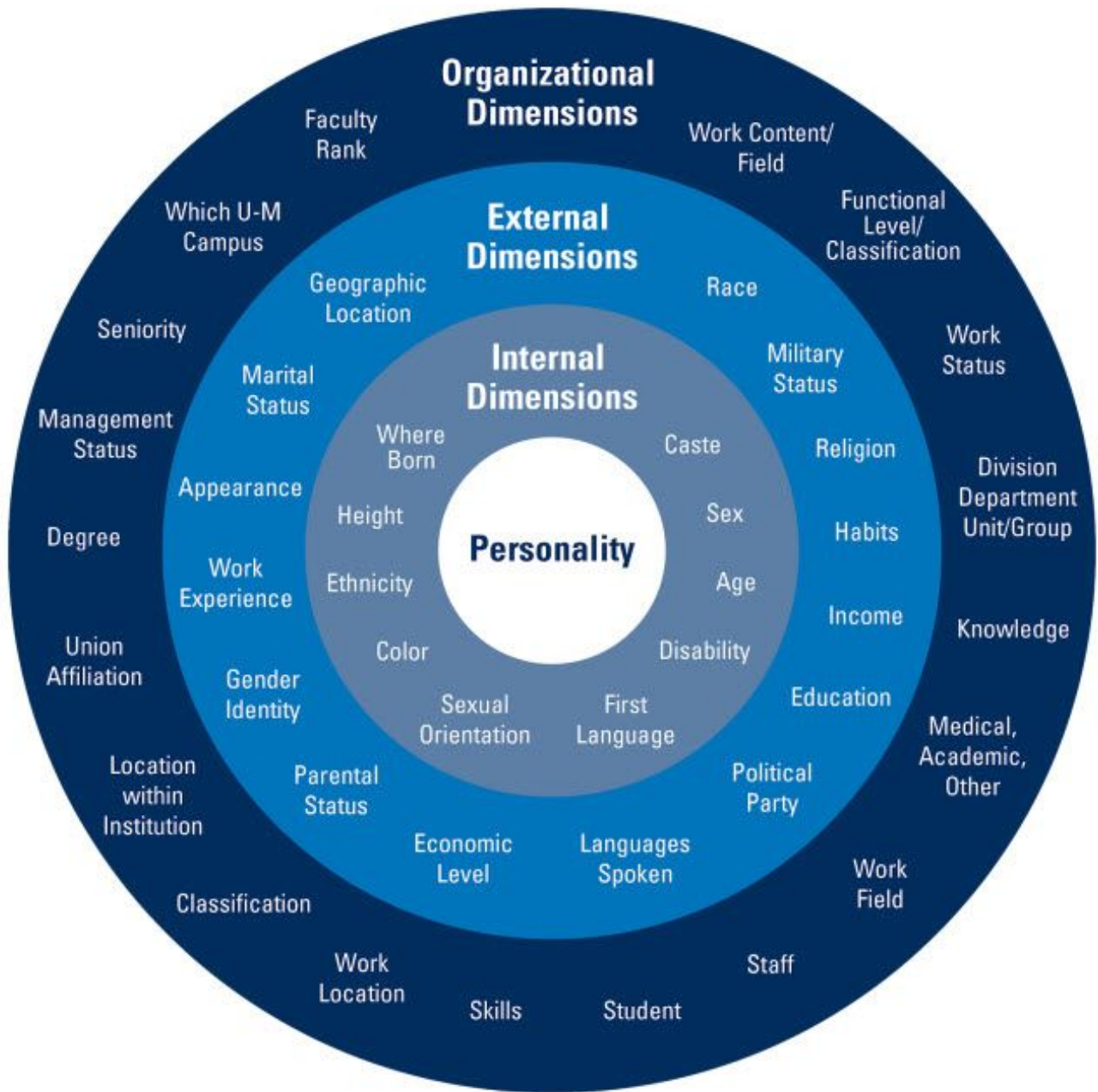
ENGAGEMENT ACTIVITY

Pair up with one of your colleagues. Discuss one of your respective responses to the Self-Reflection questions. Consider how you might change an aspect of your behavior in order to make a more positive impact.

ACTION PLAN

In the next month, what one action will I commit to that promotes diversity, equity, and/or inclusion? (i.e. "When I am making a judgement about a colleague I will pause and consider how my identity might be creating a lens from which I am seeing the other person.")

LAYERS OF DIVERSITY



*Sources: Diverse Teams at Work, Gardenswartz & Rowe

*Internal Dimensions and External Dimensions are adapted from Marilyn Loden and Julie Rosner, Workforce America; Business One Irwin, 1991