Courageous Conversations

Honest, open conversations lead to meaningful, sustainable change. As your DEI journey gets underway, it’s about listening to one another. And the focus should be on more than inviting a diverse group of participants to the discussion; it’s about facilitating engagement.

Use the guidelines below as established ground rules for facilitating a constructive and meaningful dialogue in a safe environment. Use the space on the right to keep notes or write follow-up questions throughout the conversation.

- Listen
- Relax and be yourself
- Approach material with an open mind
- Learn
- Have fun
- Agree to disagree
- Share experiences
- Value each person and their comments
- Ask questions
- Don’t interrupt
- Allow everyone to share
- Treat others as you’d like others to treat you
- Suspend judgment
- Maintain confidentiality
- Honor the time commitment
- Be compassionate
- Seek to understand
- Be willing to be uncomfortable
- Accept responsibility
- Avoid blame and speculation
- Assume positive intent

Facilitating courageous conversations will lead teams to a deeper understanding of diversity and inclusion. It will also assist in strengthening company culture and a more understanding world.