

Facilitating Brave DEI Conversations

2.5 Hour Workshop For Staff Leading Meetings Supporting Diversity, Equity and Inclusion

In a year marked by crisis and uncertainty, everyday corporate life is at a crossroads, again. The choices companies make today will have consequences on workplace equity for decades to come. Healthy organizations recognize that highly inclusive teams with a robust, action-oriented Diversity, Equity and Inclusion strategy ensures organizational longevity. Those who do it well will create competitive advantage.

But while most leaders have committed to fostering a more inclusive and equitable team, many feel ill-equipped to lead meaningful conversations that lead to clear action and change. A lack of self-awareness, fear of unintentionally causing offence, or concerns about emotions running high could result in even the most thoughtful corporate DEI strategies to stall or even fail.



This two-hour workshop was designed to set participants up for success in leading brave conversations that enhance diversity and inclusion in their workplace.

Learning Outcomes:

By the end of this workshop participants will be able to:

- Better clarity as to what we mean by brave or sensitive conversations and why they are different
- How to create a safe environment for handling these conversations
- How to 'show up' to support these conversations
- Tips for prepping for brave or sensitive conversations
- A technique for managing challenging behaviors or situations
- A process for leading a brave conversation

Target Audience:

Any leader or staff member leading group conversations in support of enabling a more diverse, equitable and inclusive workplace.

Agenda – 2.5 Hours

Activity	Result or Learning Outcome
Setting the Context	<ul style="list-style-type: none"> • Provide clarity as to workshop purpose, outcome and process • Observe the facilitator role-modeling how to set context for a brave conversation • Warm Up: Chatstorm!
What's Different About Leading Brave Conversations	<ul style="list-style-type: none"> • Awareness as to why brave, inclusive conversatins are important and different
Key Considerations for Prepping for a Brave Conversation	<ul style="list-style-type: none"> • A list of key considerations for preparing for a Brave Conversation
How to Show Up As the Brave Conversation Leader	<ul style="list-style-type: none"> • Clarity on the core facilitator practices that invite interaction and inclusion • Dilemmas Exercise: Applying the Core Practices
BREAK	<ul style="list-style-type: none"> • 10 minutes
Building Buy-In to Brave Conversations	<ul style="list-style-type: none"> • Tips for creating more inclusive engagement during meetings
Inclusive Engagement Strategies	<ul style="list-style-type: none"> • Tips for creating more inclusive engagement during brave conversations
The Importance of Setting and Refereeing Norms	<ul style="list-style-type: none"> • The rationale for setting targeted norms and tips for refereeing them • Refereeing Norms Excerise: Practice and feedback on refereeing norms to get the conversation back on track
The Brave Conversation Process	<ul style="list-style-type: none"> • A process for leading a brave conversation
Learning wrap-up	<ul style="list-style-type: none"> • Confirm take-aways and personal commitment to apply learning • Adjourn