

Diversity, Equity, & Inclusion: Discussion Starter Questions

Our Own Department/Team Awareness

- What are our team's blind spots? How should we identify our team's blind spots?
- Do we have a shared definition of belonging, equity, and inclusion? How about bias, inequity, and non-inclusion?
- How are we using output from HR Pulse surveys, engagement surveys, employee suggestions, and exit interviews to create positive change within our department/team?
- What new "diversity factors" has COVID-19 introduced? (Home-schooling parents, family members with special health needs or other at-risk factors, etc.)

Our Team Composition, Development, & Rewards:

- What are we doing to actively grow our team's diversity and inclusion practices?
- Is our department hiring and promoting the candidates with the best qualifications regardless of race, age, sex, appearance?
- Are we fair and equitable in our team's compensation and merit increases? How is our team encouraging individualism, or are we mentoring people to be "like me?"
- Are newer associates within our team getting opportunities to learn and stretch themselves in ways that allow professional growth?

Our Work: Assignments, Decisions

- What is our team doing to embrace diversity of backgrounds, thoughts, beliefs and experiences in our decision-making processes?
- Are our project teams diverse, not just in terms of race, age, sex, but also tenure & experience?
- Is work fairly distributed within our department, or do we tend to assign new deliverables to the person who will get them done fastest?
- How do we ensure that our quieter/less assertive team members feel comfortable speaking up and sharing their ideas?

Our Products & Services:

- Are we working toward delivery of products and services that address the needs of all customers, including diverse and future desired customer segments?
- Do our department's promotional materials reflect diverse groups?

Our Team Commitment:

- What are two best practices for workplace inclusion that we want to adopt (or reinforce if we are already doing it)?