

NOVEMBER 2020 DISCUSSION QUESTIONS

1

INTRODUCTIONS

Does everybody know each other? Let's introduce ourselves to one another before the discussion

2

WHAT DOES INCLUSION LOOK LIKE?

How does your firm make all employees feel included? How does it make diverse employees feel included? Do you make people feel included? How?

3

DO I USE 'BIAS INTERRUPTORS'?

Read "Strategies for Your Firm's Diversity and Inclusion Program" in Observer. Do you engage in bias interruptors? Have you witnessed an event where somebody was displaying bias and interrupted? Why or why not?

4

WHERE DO WE RECRUIT?

Where does my firm recruit diverse candidates?

5

WHAT IS WEALTH REDISTRIBUTION?

Read the Q&A. What are your thoughts on wealth redistribution and how it might help communities of color?