

Group Exercise

Individual Thinking

Over the next 5 minutes, take some time to evaluate your organization's inclusive practices. Here are a few questions to help put your thoughts together. Jot down your answers and reflect on your own.

- Can everyone contribute their ideas and be heard? Are meetings inclusive?
- Is decision-making inclusive?
- Thinking about your hiring practices, are they inclusive? Your onboarding practices, are they inclusive?
- Are your core values related to inclusion?
- Do all individuals have access to the same opportunities and are treated fairly?

Based on your answers, in which area do you think your organization could be better? Is it hiring, culture creation, or meeting practices?

Round Robin

For the next 10 minutes. Share your answers with your group

- One by one, each of you read out the answers to the previous exercise.

Make sure each person in the group gets at least one minute of uninterrupted talking time. Once each person has had the opportunity to speak, vote on an area that you all want to focus on for your group discussion based on the answers you heard from your round-robin. The area with the most votes will be the topic of discussion.

Group Discussion

In the group discussion, discuss the below questions:

- What values do you want to integrate into your day to day?
- How can you practice more empathy on a daily basis?
- What inclusive team norms could you create? e.g. inclusive discussions or empathy in code reviews

Spend 10 minutes discussing each question.

At the end of the discussion, you should be able to define three concrete actions you will take to make this happen.