Leading Inclusive Dialogue
November 2, 2018
“If the structure does not permit dialogue, then the structure must be changed.”

Paulo Freire
Learning Objectives

1. Discuss the elements essential to creating safe spaces and elevating participant voice

2. Explore facilitation techniques for inviting participation, leveling power differences and creating inclusive, safe spaces

3. Reflect on how one’s facilitation style contributes to, or takes away from, creating safe spaces for meaningful conversations
Agenda

1. Exclusive Dialogue & Why It Exists
2. Framework for Designing and Leading Inclusive Conversations
3. Application & Reflection
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“DIVERSITY is being invited to the party. INCLUSION is being asked to dance.”

-Verna Myers
“What are hidden biases? For lack of a better term—bits of knowledge about social groups. These bits of knowledge are stored in our brains because we encounter them so frequently in our cultural environments. Once lodged in our minds, hidden biases can influence our behavior toward members of particular social groups, but we remain oblivious to their influence.”

“When it comes to seeking change, the reflective, conscious side of the brain – the side that is unique to humankind – is more than capable of doing the necessary work. Its power derives from its ability to observe itself and use those observations to guide conscious action.”

Source: Blindspot: Hidden Biases of Good People by Mahzarin Banaji & Anthony G. Greenwald
Implicit Voice Theory

- Taken for granted beliefs about when and why speaking up is risky or inappropriate
- Developed over time from interactions with authority
- Unspoken rules of self censorship
Agenda

1. The Brain Science
2. Framework: Designing and Leading Inclusive Conversations
3. Application & Reflection
Conscious Practices

Inclusive Dialogue Begins with Intentionality

Engagement

Inspiration

Freedom
Facilitation Tools

- Who Speaks First?
- Go-round
- Ideastorm
- Talking Stick
- Matchsticks
- Plus-Minus-Interesting
- Spectrum Line
- First to Five
- Stickers and dots
- Urgent-Important
- Six Thinking Hats
- Sharing Withholding
- Small Group
- Think Pair Share
- Spectrum Line
- First to Five

Source: https://seedsforchange.org.uk/tools.pdf
<table>
<thead>
<tr>
<th>Consider</th>
<th>Facilitation Mode</th>
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<tbody>
<tr>
<td><strong>Who is in the room?</strong></td>
<td><strong>Who Speaks First</strong></td>
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<tr>
<td>- Who is missing? Why? How do we remedy?</td>
<td>Talking Stick</td>
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<tr>
<td>- Who will be in the room?</td>
<td>Matchsticks</td>
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<td>- Who typically speaks first? Who typically does not speak? Is there a pattern?</td>
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<td>- What unique perspectives might others bring that I can leverage?</td>
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<td><strong>How are we interacting?</strong></td>
<td><strong>Think Pair Share</strong></td>
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<td>- Is there a need for reflection and participation?</td>
<td>Small Group</td>
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<td>- Are we addressing a challenging topic?</td>
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<td>- Is their limited participation or engagement?</td>
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<td><strong>What do we need to do/to accomplish?</strong></td>
<td><strong>Go-Round</strong></td>
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<td>- Do I need to capture differing view points?</td>
<td>Idea-Storm (post-its or verbal)</td>
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<td>- Are we generating or voting on new ideas?</td>
<td>Stickers and Dots</td>
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<td></td>
<td>Sharing Withholdings</td>
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</tbody>
</table>
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1. The Brain Science
2. Framework: Designing and Leading Inclusive Conversations
3. Application & Reflection
LESSONS LEARNED
Resources

1. Video: How to Overcome Our Biases? Walk Boldly Toward Them- Verna Myers, TedxBeacon Street
3. Video: Building a Psychologically Safe Workplace - Amy Edmonson, TedxHGSE
4. Article: What Really is Self Awareness and How to Cultivate It, Tasha Eurich, Harvard Business Review
5. Article: White Supremacy Culture – Kenneth Jones, Tema Okun
Thank you!

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