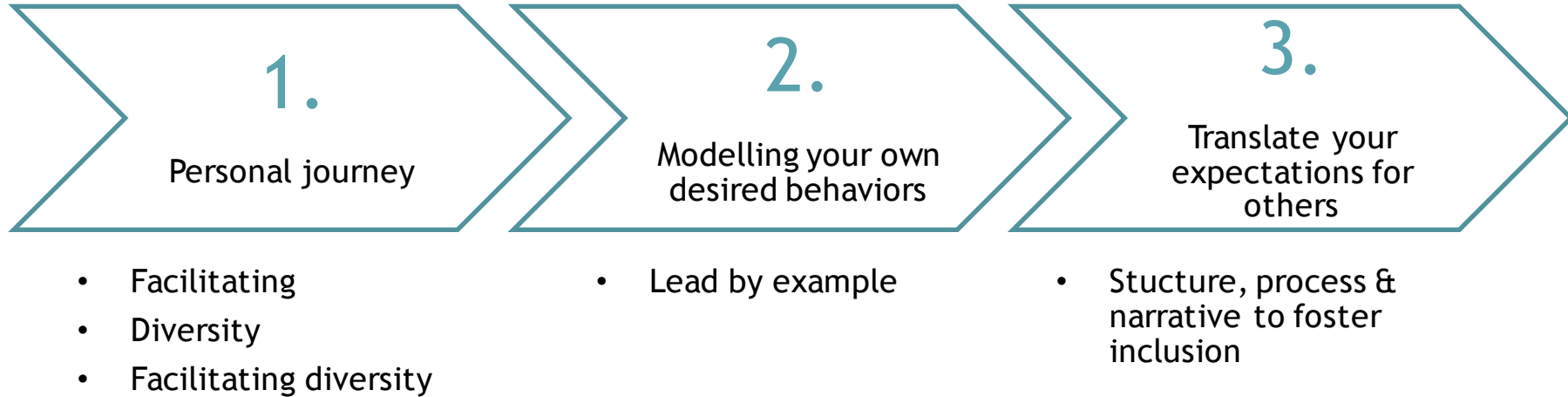




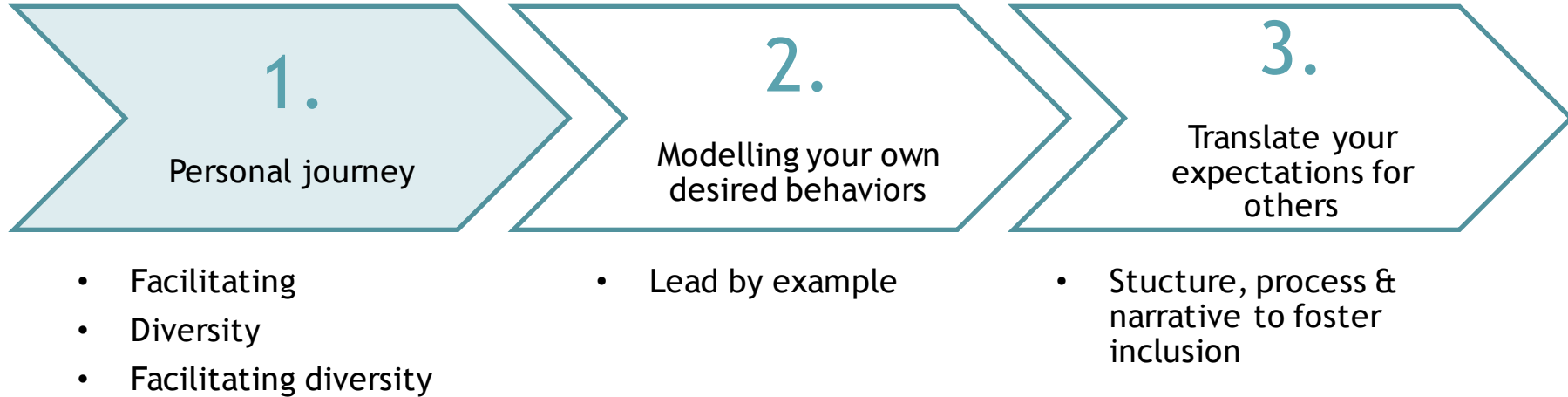
HOW TO TAKE DIVERSITY TO ITS NEXT LEVEL?



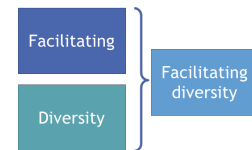
FACILITATING DIVERSITY, EQUALITY & INCLUSION



FACILITATING DIVERSITY, EQUALITY & INCLUSION

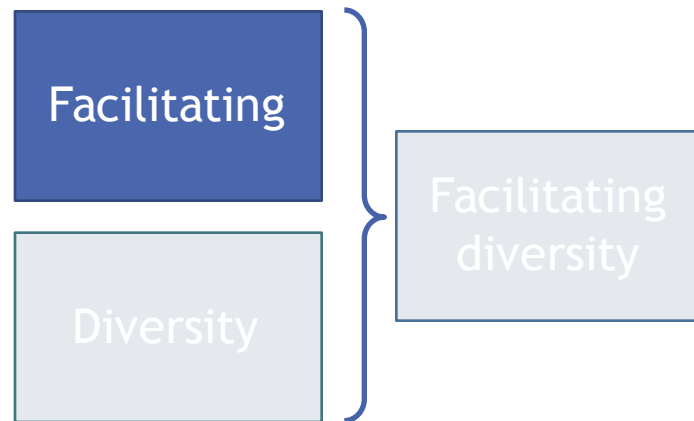


FACILITATING DIVERSITY, EQUALITY & INCLUSION

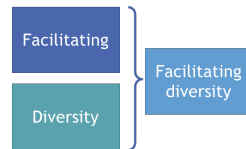


FACILITATING

- **Intro:** What do you bring into the room as facilitator?
- **Intro:** Name roots: signature of multiple identities
- Freedoms & responsibilities
- **Group discussion:** What are your values? Versus group values?
- **Silent brainstorming:** Know your self: me map, ...
- **Brainstorming:** what do we facilitate?
 - Objective of facilitation: make it easier (not easy!!)
- **Game:** power of facilitator (pen)
- **Wrap-up:**
 - what are our personal blind-spots?
 - Norm that you bring in the room

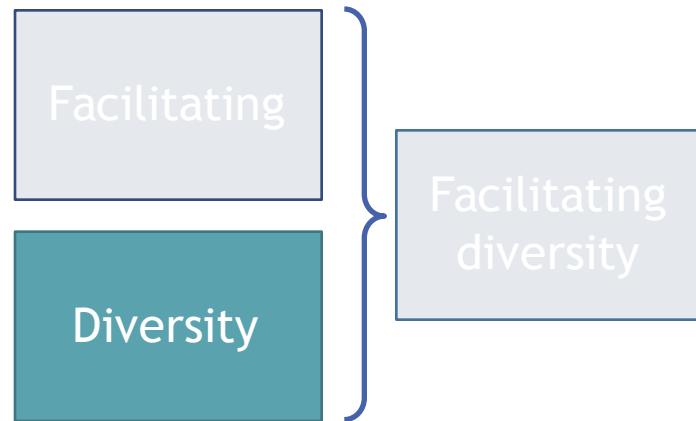


FACILITATING DIVERSITY, EQUALITY & INCLUSION



DIVERSITY

- Intro: 7 people to Mars (when no time, we use widely our assumptions)
- Game: privileges based on question (who's left behind)
- Diversity vocabulary
- Insight models: diversity of diversity:
 - visible versus invisible parts → linked to what we decide to bring to the room, we don't see what people hide (unspoken stuff).
 - Know people you are working with
 - Everyone is unique & has his/her/their own talents
- Diversity is a fact, inclusion is a choice
- How can we value & recognize diversity?
 - Look at the narratives & assumptions
 - Safer space
- Conclusion:
 - Continuous questioning & process: diversity is changing, always new boxes
 - Life is unfair, we won't never answer to everyone's need, but at least have we tried?



FACILITATING DIVERSITY, EQUALITY & INCLUSION

Facilitating

Diversity

Facilitating
diversity

FACILITATING DIVERSITY

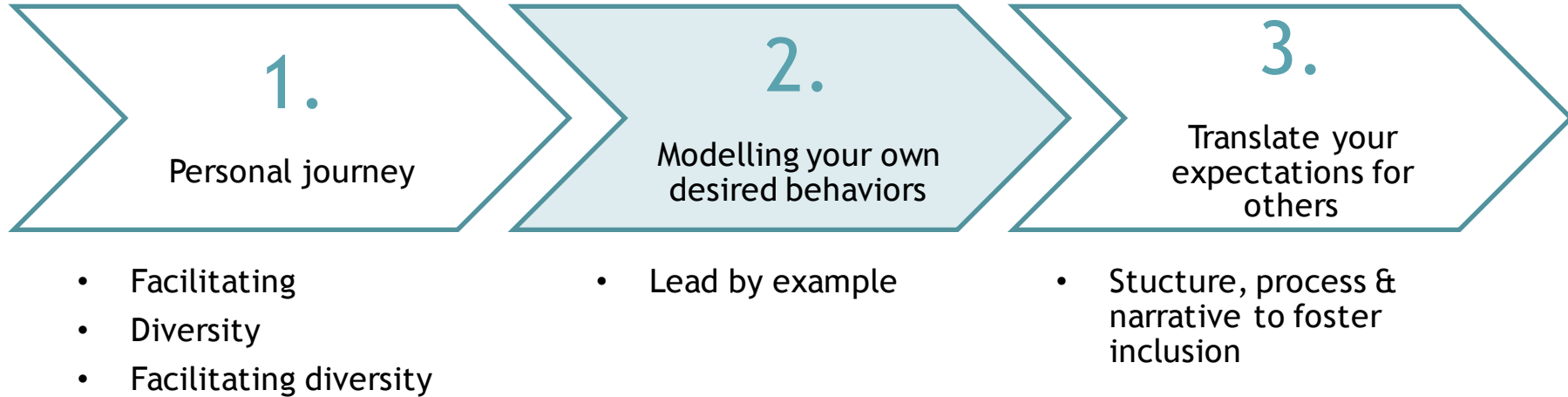
- **Intro: A & B, equidistance exercise (pay attention to wider system)**
 - Who are our personal B? Who are our A? → working with our own shadow/ copies
- **Facilitating diversity is contradictory in itself**
 - Norm
 - Power
 - VUCA/ entropy: handle complexity
 - What are you going to contain & what are you going to exclude? Level of awareness of your exclusion? (elephant in the room) → doing our best won't be enough
 - No wrong, nor right way but different consequences
- **Know yourselves: Self-care**
- **Safer space**
 - Freedoms & responsibilities
 - Smaller groups
 - Sociocracies: can you live with it? Freedom of all + active agreements
 - Slow down; take time to notice things (openness)
 - Lead by example
 - Ask feedback
- **Compassion & care**
- **Assumptions behind every statement → questioning the narratives/ rootcauses**
- **Conclusion**
 - It's a mindset, practice & attitude (not a set of tools & techniques)
 - Ongoing exploration- appreciative inquiry concept → So many things that we don't know and it's okay, if we are open to feedback & to new reflexion
 - Just balance of facilitating & diversity: Being open to feedback to adapt

Facilitating

Diversity

Facilitating
diversity

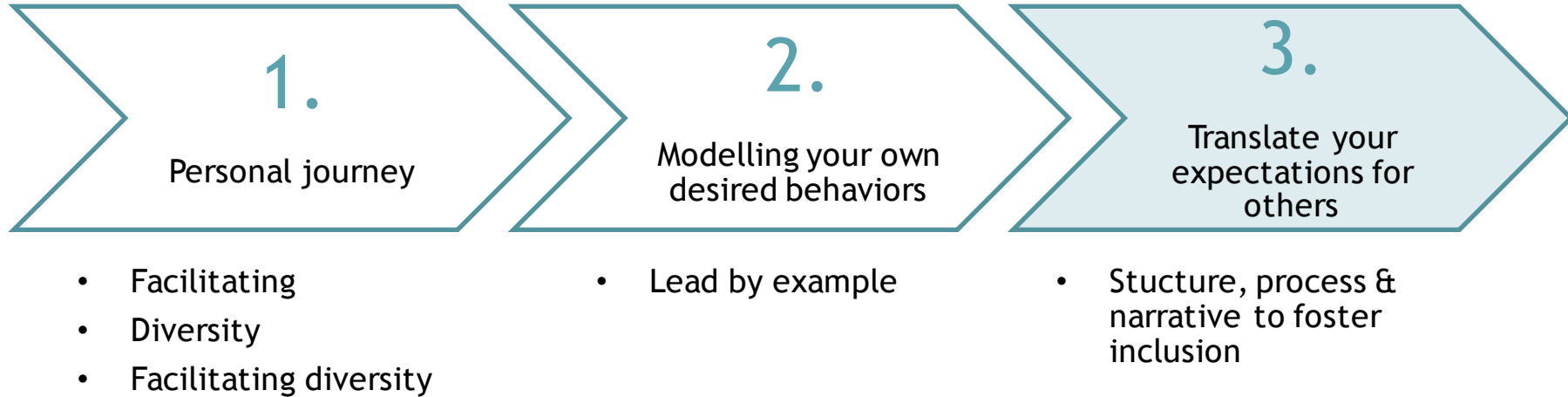
FACILITATING DIVERSITY, EQUALITY & INCLUSION



FACILITATING DIVERSITY, EQUALITY & INCLUSION

LEAD BY EXAMPLE

FACILITATING DIVERSITY, EQUALITY & INCLUSION



FACILITATING DIVERSITY, EQUALITY & INCLUSION

REVIEWING STRUCTURES,...

KEY LEARNING POINTS

- **Facilitation:** making things easier, not easy.
- Facilitators bring a norm that they impose to the group: be aware of ourselves, how we function, what can be harmful to the group → Look at the **power dynamics**, **assumptions**, **unconscious bias**, hooks ...
- be open to any moment to feedback to adapt our approach & not being harmful to anyone in the group that we facilitate
- Diversity is multiple & **diverse (visible & invisible)**
- **Diversity is there**, it's a fact: how include this diversity @ work?
 - Best KPI of diversity: when disagreement/ dissent is allowed & encouraged
- **Facilitating diversity** is complex, but not impossible
- **Slow down** to include as much as possible & avoid making too many assumptions
- Review the **narratives** behind what we do
- Create + give a **safER space** (impossible to get totally safe space)
- Self-care & **care** for others: importance of **compassion** in the journey of higher inclusion
- **Humility:** deeper understanding
- Learn to **lean-in** the difficulties
- Key skills when facilitating diversity: (1) permanent questioning, (2) open & listen to feedback, (3) self-awareness & awareness of others and (4) adaptation to the audience & not hold a rigid process
- To understand better diversity: reverse the sentences. E.g. white people → non white people