

# Diversity Talking Points

## Summary

# Diversity Talking Points

1

### What is diversity?

- Common understanding
- Discuss what it means to you

2

### What are the types of diversity?

- Recognize there are different levels of diversity

3

### Bringing my full self to work

- We value you, all of you
- Recognize the consequences when you can't bring your true self to work

4

### How do I help promote an inclusive culture?

- We value you but how do you show that you value the diversity of others.

# What is diversity?

**Diversity is the mosaic of people who bring a variety of backgrounds, styles, perspectives, values and beliefs as assets to the groups and organizations with which they interact.**

Source: VA Employee Diversity Training Module

# What are the types of Diversity?

## WHAT ARE THE TYPES OF DIVERSITY?



**Bringing my  
full self to  
work**

AKA No need to code switch

# We value you and everyone's:

Ideas

Background

Uniqueness

Personality

Opinions



# Bringing my full self to work

- Real story

- New manager told an individual that he envisioned all of his subordinates being very outspoken and aggressive.
- This individual was very soft spoken.
- She tried to comply because she liked her job
- Eventually, it ate away at her and hurt her performance

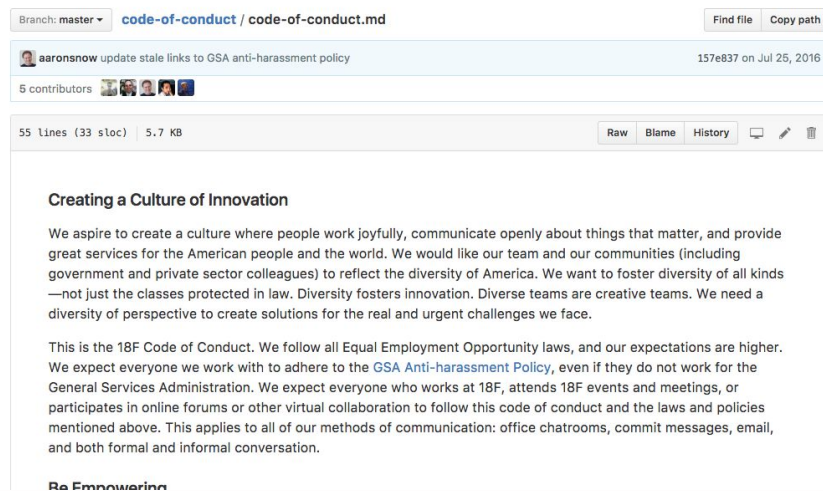


# How do I help promote an inclusive culture

“The Do’s”

# How do I help promote an inclusive culture?

## 1. Read and adhere to the TTS Code of Conduct



# **How do I help promote an inclusive culture?**

## **2. Respect others' opinions**

# How do I help promote an inclusive culture?

**3. Acknowledge cultural / generational differences and historical injustices without becoming defensive**

# How do I help promote an inclusive culture?

## 4. Respect others' identities

# How do I help promote an inclusive culture?

**5. Notice and pursue opportunities to embody these values in the products you design and build, in the processes you create, in the examples you give when teaching, etc.**

# **How do I help promote an inclusive culture?**

**6. Be aware of any privileges you have, which can change in different situations.**



# How do I help promote an inclusive culture?

## 7. Work toward being an ally

- Be accountable
- Apologize
- Act

# How do I help promote an inclusive culture

“The Don’ts”

- Don't stereotype.
- Don't judge others by your own cultural standards.
- Don't assume your culture's way is the only way.
- Don't talk down to anyone. Look out for “[mansplaining](#)” or being condescending.
- Don't assume everyone has the same knowledge, explain things like technical jargon and government acronyms.

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# Thanks!

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# Diversity Talking Points

## Prep Deck

**This slide deck contains the material for the Diversity Talking Points as well as instructions to follow to ensure you can successfully facilitate the conversation.**

**This slide deck is not meant to be a training. Instead, it is to prepare staff with points to talk about diversity and inclusion.**



**You can use a subset of the slides or the whole presentation.**

**There are notes for every slide for what you should say DURING the presentation.**

**However, the following slides contain **blue boxes** (not in the regular deck) for you to address/ answer PRIOR to giving the presentation.**

# What is diversity?

For step 2 in notes:

- ❑ Identify your definition of diversity
- ❑ Identify why diversity matters to you?

## WHAT ARE THE TYPES OF DIVERSITY?



For step 2 in notes:

- Identify which characteristics you personally embrace

For step 3 in notes:

- Try to answer the questions yourself in order to offer your experiences

# Bringing my full self to work

- Real story

- New manager told an individual that he envisioned all of his subordinates being very outspoken and aggressive.
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For step 1 in notes:

- ☐ Watch the video as specified in the notes

- ☐ **If presenting virtually, send to group prior**

For step 2 in notes:

- ☐ **Answer the questions personally**

# How do I help promote an inclusive culture?

## 2. Respect others' opinions

For step 2 in notes:

- ☐ Identify a team when you felt like you weren't heard

# How do I help promote an inclusive culture?

## 4. Respect others' identities

For step 2 in notes:

- ☐ Describe how something like the Guy Bot has helped / improved your behavior
- ☐ Or, have you ever misidentified someone? Talk about how you felt and how you worked to correct that.
- ☐ Or have you ever been misidentified? Tell about your feelings when it happens.