

DIVERSITY DIALOGUES

SESSION NINE TAKEAWAYS

Topic: Negating the impact of unconscious bias in building diverse networks.

Takeaways:

Take the initiative to begin conversations

- Approach others with the goal to welcome and include them
- Be respectfully inquisitive
- Ease into the conversation by asking questions just to get to know someone, leave topics of diversity for later in the conversation or later conversations
- Listen to understand and accept versus validate what might already be assumed
- Look for similarities

Actively figure out what biases exist and how to balance or negate them

- Find ways to engage with those who are different and prepare to be uncomfortable
- Be accepting of everyone
- Look for behaviors that conflict with previously assumed negative biases

Do not make assumptions about what people are, feel or think

- No one person can speak for an entire group
- Someone's outside does not indicate how they think or feel inside
- Even two people with similar backgrounds and looks can process experiences differently

Stand up for others

- Respectfully seek to educate when inappropriate comments are made or bias is negatively impacting decisions or situations

Building a foundation of trust and understanding from our similarities while embracing and valuing our differences!

Members with topic suggestions, panelist suggestions or questions regarding the series can contact Stephanie Watson swatson@ohiobankersleague.com.