

EXERCISE



EDI Exercise Instructions

Awareness and empathy are perhaps the most crucial ingredient for building and maintaining an Equitable, Diverse, and Inclusive workplace. The following exercise (based on George Ella Lyons' classic poem, Where I'm From) is intended to increase your self-awareness and through sharing, your awareness of and empathy for others' diverse experiences.

- **In a round-robin format please identify 1 individual in your group to share first. That individual should read aloud her/his/their poem for the other members of the group.**
- **Once they've finished, listeners should feel free to ask questions, share thoughts, feelings etc. Be curious, be respectful, and exercise empathic listening.**
- **Be mindful of time, ensuring that each member has sufficient time to share.**

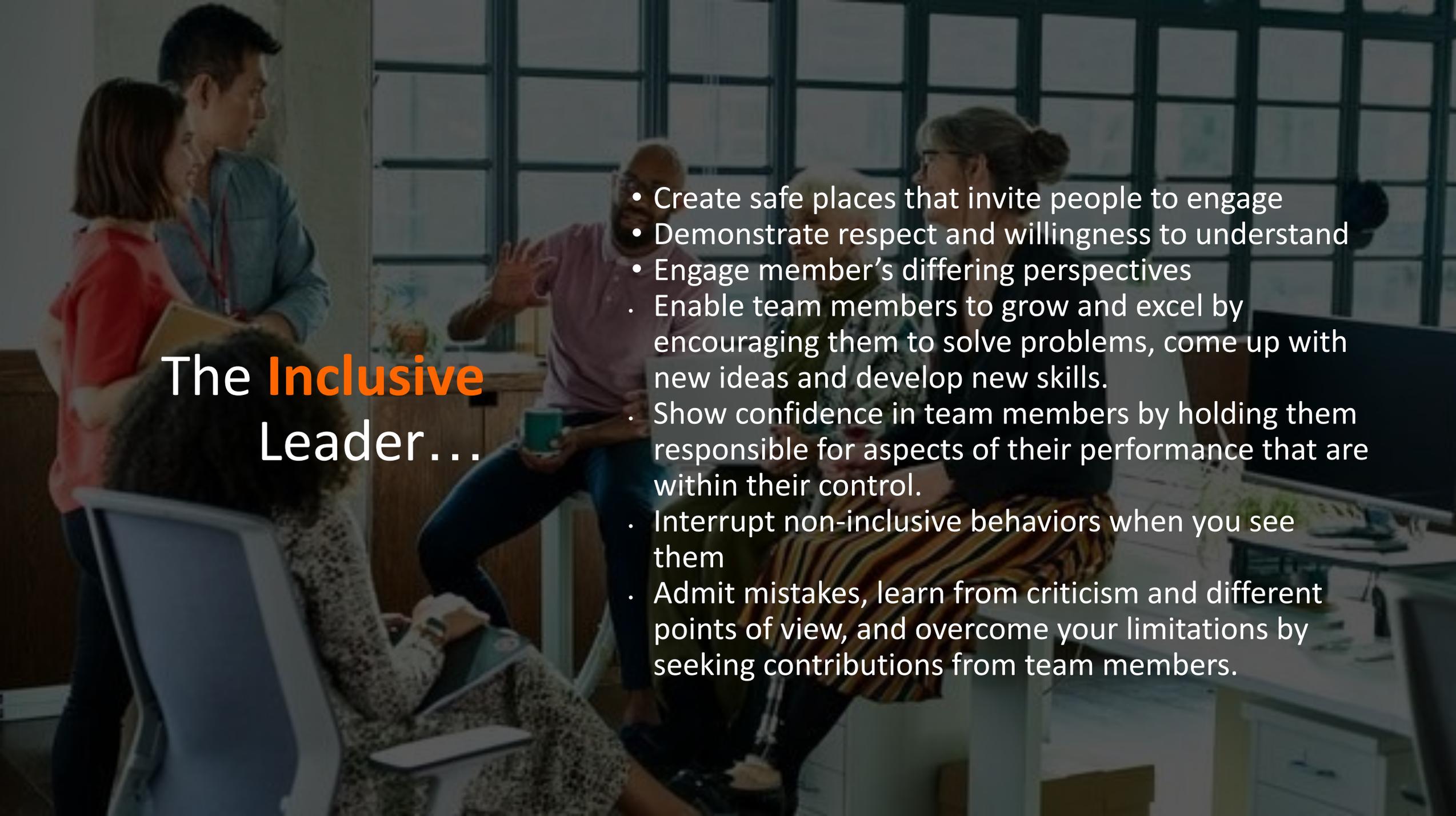
The screenshot shows the website for George Ella Lyon, a writer and teacher. The page is titled "Where I'm From" and features a green navigation menu on the left with links to HOME, MY STORY, BOOKS, SCHOOL & LIBRARY VISITS, WORKSHOPS FOR WRITERS, FAMILY LITERACY PRESENTATIONS, ACTIVISM, FOR TEACHERS & LIBRARIANS, STRANDS, WHERE I'M FROM, PRESS, and APPEARANCES. The main content area includes a paragraph about the "Where I'm From" project, a word cloud, a map of Kentucky with the title "Where I'm From" overlaid, and a "Listen to George Ella read the poem" button with a speaker icon. The footer contains "Sign up for E-news" and "E-news archive" links.

climate of **inclusion** *exists when people of all social identity groups have the opportunity to be present, to have their voices heard and appreciated, and to engage in core activities on behalf of the collective.*



Characterized by:

- Fairness
- Increased participation
- Open communication
- Transparency in recruitment, promotion and development processes
- Lower rates of harassment and/or discrimination



The **Inclusive** Leader...

- Create safe places that invite people to engage
- Demonstrate respect and willingness to understand
- Engage member's differing perspectives
- Enable team members to grow and excel by encouraging them to solve problems, come up with new ideas and develop new skills.
- Show confidence in team members by holding them responsible for aspects of their performance that are within their control.
- Interrupt non-inclusive behaviors when you see them
- Admit mistakes, learn from criticism and different points of view, and overcome your limitations by seeking contributions from team members.

MAKING YOUR WORKSPACE MORE **INCLUSIVE**

- Create your own EDI committee
- Celebrate [heritage months](#)
- Post general neutral signs on restrooms
- “Round-robins” at meetings
- Establish Employee Resource Groups (ERG)
- Host cultural potluck
- ***Be respectfully curious and listen empathically***



YOU HAVE THE RIGHT TO BE

EXACTLY WHO YOU ARE.

Former First Lady
of the United States

MICHELLE OBAMA

WorkHuman 2017
Keynote Speaker

Sharlyn
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THANK YOU

Q&A

