

EQUITY Discussion Guide

Individuals

1. What is your family's origin story? If you are Indigenous, how has settler colonialism affected your ancestors and you? If you are the descendent of immigrants, how did your ancestors come to this country?
2. Download the Group Identity Wheel from www.TheEquityBook.com and fill it out. How have you been supported by the system? How have you been marginalized?
3. Think of a recent accomplishment. What factors, other than your own individual effort, contributed to your success?
4. How do the systems you are in stunt your growth or health? What steps can you take to rectify that?
5. What is your relationship to difference?
6. What does empathy mean to you?
7. Do you usually engage in perspective-taking or perspective-gathering? How can you begin to practice perspective-gathering?
8. What culture or subculture outside of your own are you curious to learn more about? How can you learn more about that culture in a respectful way?
9. How representative is the media you consume of the diversity of your country or community? What other media options can you consume to get a wider perspective?

Teams

1. What are your team norms or "culture"? Think about how you are conditioned to approach deadlines, risk-taking, truth-telling, and conflict management.
2. To what extent are you, as members of a team, comfortable with difference?
3. Name some examples of when teammates were able to accept, leverage, or adapt to difference on a project? Was it helpful?
4. How often do you ask for one another's perspectives?
5. Look at Julie Diamond's seven traits of inclusive leadership at the end of chapter 2. Which ones do your team members exhibit most when collaborating?
6. What does equity mean to each of you?
7. What steps can you take as a team to create a more equitable experience for everyone?

Organizations

1. In what ways is your organization equitable? In what ways is it inequitable?
2. Are leaders engaged in IDEA and interested in fostering equity?
3. What groups are historically marginalized or underrepresented in your organization?
4. If you were to center those people, how might you redesign your organization to best suit their needs and lived experiences?
5. How can the organization regularly engage in perspective-gathering to understand employee needs or the barriers that may prevent employees from contributing their strengths to the organization?
6. Are some groups underrepresented in leadership? If so, why do you think they are?
7. If you were to set equitable outcomes for your organization, what would they be?
8. What observable behaviors would get you closer to those outcomes in the next twelve months?
9. Visit www.TheEquityBook.com and watch the YouTube video about Switch. What obstacles block the observable behaviors you'd like to see in your organization?
10. What statements has your organization made about IDEA? Do they adhere to the lessons in chapter 5?
11. How inclusive and equitable is your marketing and social media presence? How could it be more inclusive and equitable?
12. Does your organization defend democracy and take a clear stand against dehumanization? If not, why? What would it take for your organization to publicly advocate for democracy and against dehumanization?