

# Courageous Conversations

**Honest, open conversations lead to meaningful, sustainable change. As your DEI journey gets underway, it's about listening to one another. And the focus should be on more than inviting a diverse group of participants to the discussion; it's about facilitating engagement.**

**Use the guidelines below as established ground rules for facilitating a constructive and meaningful dialogue in a safe environment. Use the space on the right to keep notes or write follow-up questions throughout the conversation.**

- Listen
- Relax and be yourself
- Approach material with an open mind
- Learn
- Have fun
- Agree to disagree
- Share experiences
- Value each person and their comments
- Ask questions
- Don't interrupt
- Allow everyone to share
- Treat others as you'd like others to treat you
- Suspend judgment
- Maintain confidentiality
- Honor the time commitment
- Be compassionate
- Seek to understand
- Be willing to be uncomfortable
- Accept responsibility
- Avoid blame and speculation
- Assume positive intent

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**Facilitating courageous conversations will lead teams to a deeper understanding of diversity and inclusion. It will also assist in strengthening company culture and a more understanding world.**

