

# Becoming Series

## DE&I FACILITATION GUIDE

### OVERVIEW

The "Becoming" activity is centered on personal storytelling, self-reflection, & honest vulnerability in the DEI space and provides an opportunity to learn more about our colleagues and the impact that DEI has on their lives. Using a Q&A interviewing approach to begin the conversation, facilitators will help interviewees speak to their own experiences in the DEI journey & create more meaningful connections through open conversation. This is designed as a 1-hour session, beginning with the conversation & storytelling portion & ending with a larger group discussion.

### PREP WORK

Prep work is key to learning more about what your interviewee feels comfortable sharing & what topics they may want to avoid. These interviews are most effective when interviewees have had time to prepare. Typically, you will meet with interviewees 1-2 times before the actual session to cover the purpose of this activity, help develop ideas for stories and discuss boundaries and comfort zones. Facilitators should cover the purpose of this activity, discuss boundaries & comfort zones, help develop stories & ideas.

### ROLES

**Facilitator:** To create a safe and brave space for all, begin the conversation, lead the interviewee through their story, & engage the audience.

**Interviewee:** To tell their story as they see fit.

**Attendees:** To be present and gain insight into the interviewee's DEI journey.

### SAMPLE FACILITATION

The questions are conversation starters and should be established prior to the session when possible. However, it is important for the conversation to flow naturally and allow it to take whatever direction it goes in. Remember, the goal is for this to be an authentic conversation.

#### Possible topics include:

- Race and Identities
- Unhealthy guilt and moving guilt to a powerful motivator for change
- Structure and roles of power
- Societal stereotypes of feminism/symbols of femininity
- Culture of accountability
- Stories/personal areas of growth
- Mental health
- Health disparities

### MATERIALS & SET UP

- Conversation road map
- In person set up: facilitator

& interviewee in the front of the room where everyone can see and hear the interaction (lapel microphones, bar stools, or comfortable chairs recommended)

### CONVERSATION STARTERS

- When did you first realize your social identities?
- What experience stands out to you? How did you feel?
- Where is a place of belonging for you?
- What does inclusion mean to you?
- What interests you in the DEI space? Is there a particular issue that is most important to you?
- Can you share any challenges // personal areas of growth in your own DEI journey?
- How do your experiences with DEI apply or relate to the efforts underway in the workplace?

### FOLLOW UP

**Facilitator:** Is encouraged to reach out to the interviewee after the session to check in with them. This conversation should be used to see how the interviewee is feeling after sharing their story, to get their impression of how the session went and to see if there are any concerns or suggestions about the flow of the program.

#### Reflection Questions:

- When did you first realize your social identities?
- What experience stands out to you?
- How did you feel?
- Where is a place of belonging for you?
- What does inclusion mean to you?
- What interests you in the DEI space? Is there a particular issue that is most important to you?
- Can you share any challenges //personal areas of growth in your own DEI journey?
- How do your experiences with DEI apply or relate to the efforts underway in the workplace?

### DEVELOPED BY

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