

The Belonging Project

Session 5 Guide Talking Points

Guides are expected to hold a space for discussion, curiosity, and reflection. Participants may share or not share, be on camera or not. This is not a program to identify right or wrong answers. Guides are not expected to be experts in diversity, equity, inclusion, access and belonging (DEIAB).

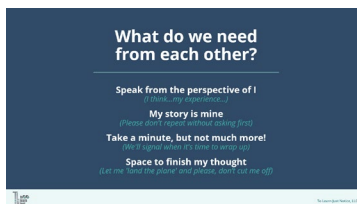
Sessions are designed as microlearning and last no more than 15 minutes. If your group prefers a deeper discussion schedule this separately, perhaps involving a DEI coordinator to facilitate.

Session 5 Guide Support:



Slide 1: Session 5 – Mindsets: Pathway to Belonging

Welcome back to session 5 – our time today is on mindsets as a pathway to belonging.



Slide 2: What do we need from each other?

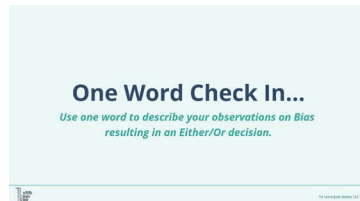
Just a quick reminder of our sharing agreements

Facilitator tip: only highlight those that need reinforcement based on group behavior. If there are no behaviors to adjust – do a quick reminder if you choose.



Slide 3: Microlearning Series Pilot

Last time we talked about social identity and bias. This is session 5, Mindsets: pathway to Belonging. The next session is the last one before we turn to our next steps.



Slide 4: One Word Check In

As we move through this learning series, we end with a Call to Action.

We will start today with a one word check-in from last time. What is one word to describe your observations about bias.

Since we only have 10 minutes I will hold you to one word!

Facilitator note: There is NO WRONG ANSWER – this is a share not a discussion.

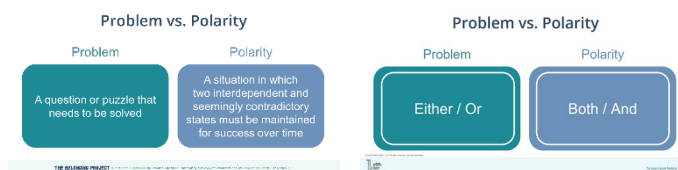


Slide 5: What are Mindsets?

In session 4 we talked about bias and how our identities influence what we think, feel and how our brain uses grouping and associations that are heavily influenced by BIAS to protect us. So, understanding this, let's explore the role of mindsets.

READ SLIDE.

How we grew up – those of us raised in the US were taught and expected to solve problems well. When working with difference – a different mindset is required.



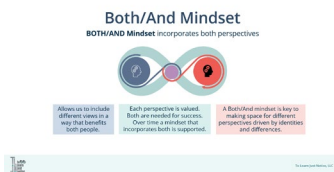
Slide 6: Problem vs Polarity

READ SLIDE – which says:

A problem is a question or puzzle that needs to be solved – addressing a problem usually takes an either/or mindset (click will show this is either/or)

A polarity is a situation in which two interdependent and seemingly contradictory states must be maintained for success over time. Addressing a polarity takes a both/and mindset. (click will show both/and)

Let's unpack this.



Slide 7: Both/And Mindset

READ SLIDE.

- A both/and mindset incorporated both perspectives and allows us to include different views in a way that benefits both people.
- Each perspective is valued. Both are needed for success. Over time a mindset that seeks to incorporate both is supported.
- A both/and mindset is key to making space for different perspectives when driven by identities and differences.

Facilitator note: if an example is helpful consider any differing perspectives in your organization.

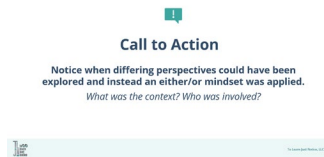


Slide 8: Reflect or Share

With each of our sessions – we will have a reflect or share time – it is not required to share out loud AND I hope you will reflect to yourself if you choose not to share.

Read statement and prompts.

Thank you for sharing and reflecting.



Slide 9: Call to Action

The work of Belonging is an experiential journey – so each of our sessions will end with a Call to Action.

Just like reflecting and sharing, observing will make your experience richer.

Read slide.



Slide 10: Thank You. Questions?

Thank you. You can reach out to The Belonging Project organizers here, or to me if you have any questions, feedback, or comments.

Other Resources:

To be added.