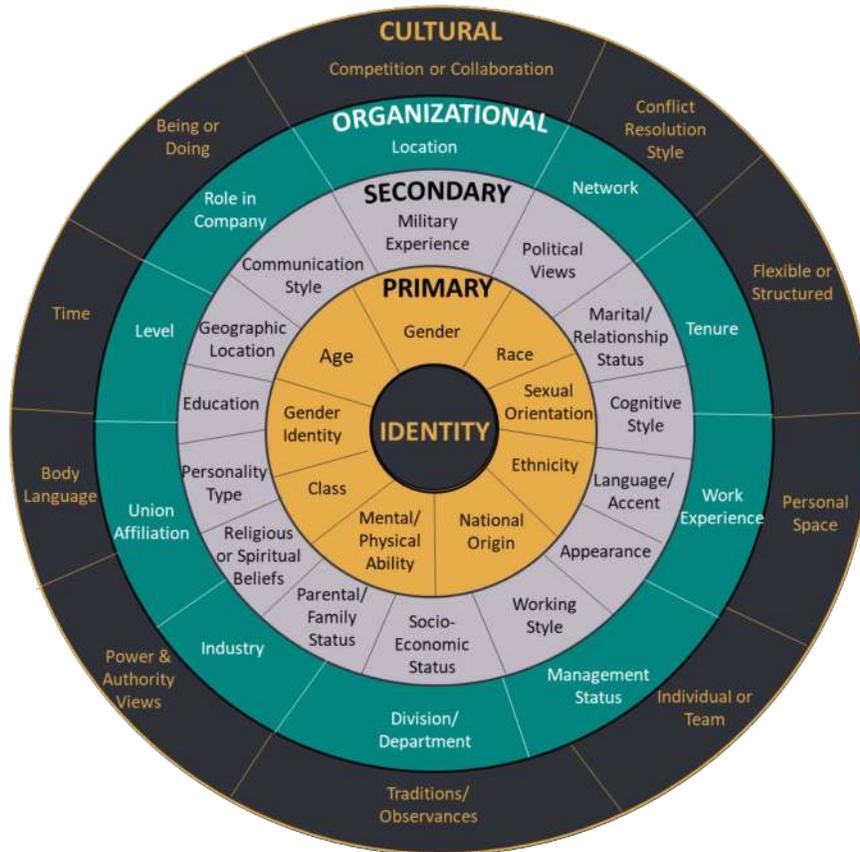# CADIA Rev Up 2030

DEI 101
Getting Started

Conversation Starters

Reflection

- Which aspects of your diversity dimensions have given you special insight or an advantage?

- What is the impact?

- What if everyone could leverage their unique identity, experiences, perspectives and background?
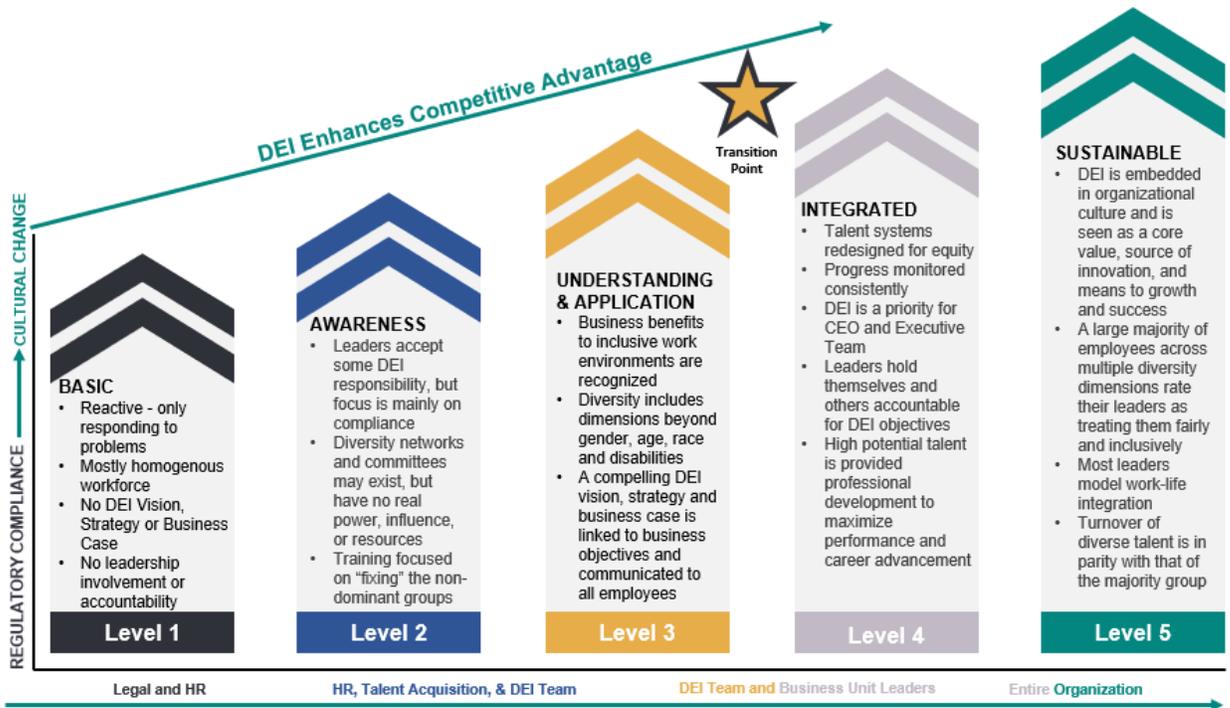
Where is the Leadership Team on the DEI Maturity Model?

Who are your critical stakeholders and influencers?

How to Foster Psychological Safety

Demonstrate Engagement:

- Be present and focus on the conversation (e.g., close your laptop during meetings)

- Be aware of your body language; make sure to lean towards or face the person speaking

- Make eye contact to show connection and active listening

Show Understanding:

- Avoid placing blame and focus on solutions ("What can we do together to make a game plan for next time?")

- Think about your facial expressions- - are they unintentionally negative (a scowl or grimace)?

- Nod your head to demonstrate understanding during conversations/meetings

Be Inclusive in Interpersonal Settings:

- Step in if team members talk negatively about another team member

- Have open body posture (e.g., face all team members, don't turn your back to part of the group)

- Build rapport (e.g., talk with your teammates about their lives outside of work)

Be Inclusive in Decision Making

- Solicit input, opinions, and feedback from your teammates

- Don't interrupt or allow interruptions (e.g., step in when someone is interrupted and ensure his/her idea is heard)

- Acknowledge input from others (e.g., highlight when team members were contributors to a success or decision)

Show Confidence and Conviction without Appearing Inflexible:

- Support and represent the team (e.g., share team's work with senior leadership, give credit to teammates)

- Invite the team to challenge your perspective and push back

- Model vulnerability; share your personal perspective on work and failures with your teammates

- Encourage teammates to take risks, and demonstrate risk-taking in your own work

Sources:
- Edmondson and Lei (2014). "Psychological Safety: The History, Renaissance, and Future of an Interpersonal Construct," Annual Review Organizational Psychology and Organizational Behavior.
- Edmondson (1999). Psychological safety and learning behavior in work teams. Administrative Science Quarterly June 1999.
- Goman, Carol Kinsey Ph.D.. 'The Silent Language of Leaders: How Body Language Can Help--or Hurt--How You Lead.' Jossey-Bass Publishing, April 2011.

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Notes

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