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LEAD BETTER

Series 2 – Discussion Questions Fundamentals of Connected Culture Cont.

Diversity:

1. **How does your understanding of diversity extend beyond the categories of diversity (race, sexual orientation, gender, age, religion, etc.)?**
 - o Think about how factors like age, gender, socioeconomic status, or even food preferences contribute to the diverse makeup of a group. How can embracing all these aspects benefit your company or community?
2. **What are the dangers of assuming diversity means hiring unqualified people?**
 - o Discuss how misconceptions around diversity might hinder fair hiring practices. Why is it important to recognize that qualified candidates from diverse backgrounds bring valuable skills, just like anyone else?

Inclusion:

3. **How can you ensure that inclusion goes beyond just "getting people together" and actually helps individuals feel valued?**
 - o Reflect on what true inclusion looks like in a workplace. Is it just about social events, or does it require ongoing mentorship and support? How can you encourage others to go the extra mile in helping people feel they belong?
4. **What are the differences in how diverse and non-diverse individuals perceive inclusion, and how can we bridge that gap?**
 - o Explore the difference between wanting equality (e.g., pay, opportunities) vs. social invitations. How can organizations or teams balance both needs to foster an inclusive environment?

Belonging:

5. **What do you think is the difference between inclusion and belonging, and why is belonging crucial in a workplace or community?**
 - o Think about the example of feeling invisible at work. What does true belonging feel like, and how can organizations actively create spaces where everyone feels seen and heard?

Equity:

6. **How does the concept of equity challenge our natural instinct to maintain personal comfort, especially when it comes to resources or opportunities?**
 - o Discuss the example of adjusting seating for employees with hearing challenges. How can we better understand and support equity in practice, even when it feels uncomfortable or "unfair"?