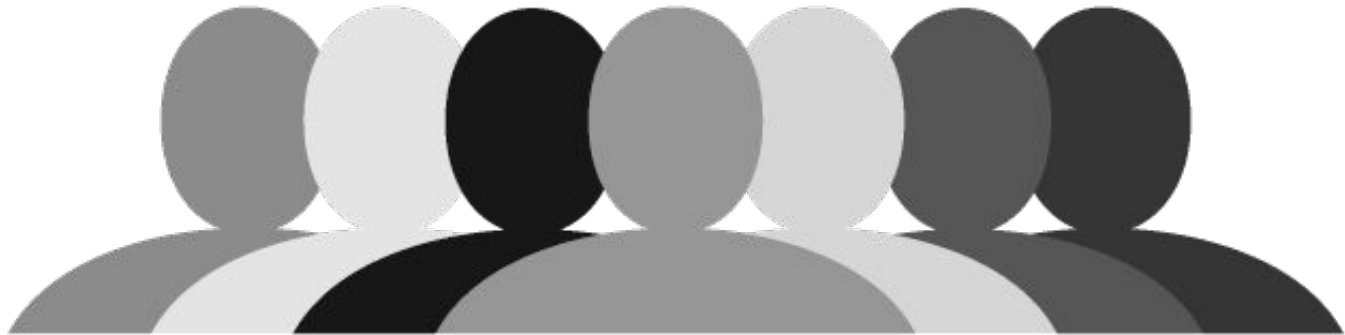


D.E.I. Enzymes

Catalyzing conversations about
diversity, equity, and inclusion



Enzyme 3

Who is talking?

Inclusive Discussions

Enzyme 3 Inclusive Discussions

Importance

Why is this topic important for D.E.I.?

Action

What can I do?

Further Resources

Where can I learn more?

Importance

- Formal and informal communication are crucial for:
 - Scientific advancement
 - Collaboration
 - Professional skills development
 - Effective mentorship
 - Sense of community
- Meetings are settings in which communication occurs best through inclusive discussions

Importance

- Most employees do not consistently feel comfortable speaking in meetings
- Communication is further hindered by hierarchical workplace structure and power dynamics
- Unconscious bias disproportionately affects communication for certain groups

**Minoritized individuals
are interrupted more.**

**Introverts and remote workers
are overlooked more.**

Importance

- Equitable workplace culture is fostered through inclusive discussions that ensure all voices are heard and appreciated
- Benefits of diversity are dependent on active participation
- Inclusive meeting structure and clear expectations increase opportunities for productivity

Action

- Structure meetings to promote inclusivity
 - Provide an agenda beforehand
 - Use effective icebreakers
 - Offer anonymous feedback options
 - Use random name-pickers or Round Robin
 - Create opportunities for feedback on the inclusive strategies themselves

Action

- Practice self-awareness and intentional dialogue

Pause.

Listen to understand.

Repeat what you heard.

Say thank you.

Ask questions to understand the context of feedback.

Commit to micro affirmations.

Action

- Proactively use inclusive language
- Use micro affirmations to amplify statements that are dismissed or ignored
- Create transitions to provide openings for others to speak

Action Example Dialogue

Context

K was interrupted by a colleague who proceeded to change the topic.

Q witnessed this dismissive interaction.

Action Example Dialogue

I believe K said that earlier, but I actually disagree.

Q

Thanks for returning to that, Q. **Does anyone else have an opinion** on how we move forward?

K

Action Example Dialogue

Micro affirmation



I believe K said that earlier, but I actually disagree.

Q

Transition



Thanks for returning to that, Q. **Does anyone else have an opinion** on how we move forward?

K

Action

Simple actions
you can take
right now

- Brainstorm micro affirmations or transitions
 - Write it down to share or type in virtual chat!

Further Resources

- [Diversity-based Team-builders & Icebreakers](#)
- [Checklist for Inclusive Meetings & Events](#)
- [Practices & Guidelines for Inclusive Meetings](#)
- [Promoting Conversations that Enrich Learning Experiences](#)
- [Ten Simple Rules for Productive Lab Meetings](#)
- [Antecedents of Underrepresented Director Participation in Board Meetings](#)
- [The Diversity-Innovation Paradox in Science](#)