

# Moving Conversations Starter-Kit

Tuesday 5 October is Diversity Day 2021 in the Netherlands and the question remains:

## **What does diversity & inclusivity (D&I) actually have to do with us?**

To address this question together with your team, below you can find a short (10-15 minutes), accessible and low-threshold conversation starter to use during a (team) meeting or workshop.

### **What to do?**

Reserve 10-15 minutes (longer is of course also fine) of your department or team meeting for this conversation. You do not send any information to your team members in advance.

The Moving Conversation Starter-Kit has three sections and below you can find instructions and further relevant details for each section.

## Instructions

### ***Getting started***

#### **Section 1: Diversity & inclusivity, what does it have to do with ME?**

This first section is about reflecting on and talking about the individual, diverse experiences that make up your team.

Setting the tone: It is important to discuss with the team that this exercise raises sensitive topics. That means that the meeting becomes a space in which people share their experiences with marginalization and maybe exclusion. And the meeting becomes a space for community building and reflection. This asks for an open, engaging and respectful atmosphere.

Given are some statements of diverse experiences. See poster in appendix 1. Print copies for your team members.

Every team member takes some time to read the statements and circles those that they can identify with.

TEAM OVERVIEW (optional) If you and your team would like to visualize the existence of diverse experiences in your team, you can:

- ⦿ Use an online polling tool (e.g. Mentimeter, Kahoot, etc) to collect information on how many statements were circled
- ⦿ Print the poster, have team members circle statements and then (anonymously) display all posters on a wall in the room

Important: we do not ask which statements were circled, nor do we *force* our team members to indicate how many they circled. It is up to participants to choose what and how much they feel comfortable sharing.

QUESTIONS to guide the conversation:

1. How was it to do this exercise for you?
2. How was it to do it while being together with the rest of your team?
3. How do these experiences impact ones or your daily life/ work?

## ***Moving conversations***

### **Section 2: Diversity & inclusivity, what does it have to do with US?**

This second section is supposed to bring the discussion from the individual level to the team level. After all, the many experiences impact our work and how we think about work. They might impact how we work in a team and how included we feel in this team.

First, [Watch the video](#)

Questions to guide your conversation:

1. What does it mean "everyone has a role to play"?
2. How do you feel about "everyone at its own pace"?
3. Diverse views are important in science; how do we deal with different perspectives in our working environment?
4. What support would you need from or could you give to your colleagues?

## ***Moving forward***

### **Section 3: Looking ahead with your team**

This final section is about identifying topics you might want to discuss or continue discussing in your team. What are things that you found interesting from the discussion? Are there topics that have been overlooked?

You could also name a top 3 of interesting issues that were brought up.

Some of the topics you might discuss are maybe triggering or uncomfortable to you or your team members. Please refer people to the relevant resources.

## **Continue these conversations, give feedback, or need support?**

If you want to continue these conversations and/or would like to collaborate with our office, please contact us by email: [diversity@maastrichtuniversity.nl](mailto:diversity@maastrichtuniversity.nl)

How did you and your team experience this activity and the toolkit? We would like to hear from you! Write us an email.

For support please go to ...



## Exercise - Your Experiences

Which can you circle?

I can easily buy books, toys,  
posters and movies  
featuring people of my  
ethnicity

I have lived in poverty

I have been scared when  
walking or travelling alone  
at night

I am often asked to speak  
on behalf of my community

My appearance or looks  
draw attention

I have been a caregiver for  
family members or friends

I have questioned my  
gender identity

I have had to hide my  
religion

I have questioned my  
sexual orientation

People often mispronounce  
or misspell my name

I have experience with  
disability, chronic illness or  
mental health disorders

I had to leave work because  
of my kids and it was  
frowned upon

I am the first one in my  
family going to university

