Code Words: Diversity, Inclusion, Equity and Tolerance

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Description: Communication is challenging, especially when words have many meanings. Seth Godin, entrepreneur, best-selling author, and speaker, says this in his essay on code words: "Code words … that's all language is. 'Banana' is not a fruit. It's a word that we use in English to identify a fruit. And code words work beautifully as long as the person you're seeking to communicate with understands the word the way you think they do. Often, when people end up disagreeing, it's because they didn't understand the code words that were being used."

This conversation will provide an opportunity to de-code challenging words.

Estimated time: 70 minutes

(1)   Getting acquainted and comfortable   5 - 10 min.

Welcome
- Thank you for coming…
- We are a part of The Great Reset, which was born out of a shift we're seeing in our country. We have been in a place where we don't tend to speak 'beyond our bubbles' and across perspectives. The Great Reset has been opening up a grey space for such conversations since 2018. You are now part of keeping the conversation going and we thank you.

The Pillars of The Great Reset
- To share our own thoughts and perspectives with humility
- To learn from others and listen with respect

Ground Rules
- Every comment is valid and deserving of respect
- We show respect by speaking one at a time, putting our phones on silent and staying engaged, even when we are not speaking
- In the interest of time, I may cut in to ask you to 'top-line' something if we need to move on. This means simply offer up a synopsis of your thoughts and speak in bullets, not paragraphs

Confidentiality
I would like a verbal from everyone that you are here of your own volition and out of respect for one another I would ask you to keep what others say in this room unless they give you

permission otherwise. (go around and get verbal agreement). Further, you agree to adhere to the principles outlined already: to deliver your perspectives bound to the principles of respect, to **listen with humility and offer grace to others who are sharing this space**.

Personal Introductions

Please share your name, where you live, and something about you we couldn't google, or your favorite food, a show you binge watch, etc.).

Remember to ask to record and PRESS RECORD

(2) Decoding the words diversity, inclusive, equity, and tolerance   **30 - 40 min.**

- What does the word "diversity" mean to you? Do you feel the word "diversity" is used more positively or negatively, and why?
- What does the word "inclusion" or "inclusive" mean to you? Do you feel the word "inclusion" or "inclusive" is used more positively or negatively, and why?
- What does the word "equity" mean to you? Do you feel the word "equity" is used more positively or negatively, and why? How is "equity" different from "equality," if at all?
- What does the word "tolerance" mean to you? Do you feel the word "tolerance" is used more positively or negatively, and why?

(3) Finding common ground   **10 - 15 min.**

- Does improving diversity, equity, etc. for some people have to be at the expense of others?
- How do we find common ground so that words such as diversity, inclusion, equity and tolerance are not perceived as so divisive or threatening?

(4) Closing comments   **5 - 10 min.**

- Any additional comments about code words or language that breeds misunderstanding?