WMFDP INSPIRING COURAGEOUS LEADERS GLOBALLY

# Tips to Becoming a Full Diversity Partner

1. Notice your assumptions and judgments.  Notice how you use assumptions to interpret other's behavior and to attribute meaning from behaviors and interactions.  Notice how you unconsciously project your assumptions/judgments about your own life experiences, values, and beliefs onto others.

2. Show up for the long haul in your partnerships.  Figure out how to stay on your inclusion learning journey and weather any setbacks.  Avoid the mindset that a simple fix will make this go away.

3. Act courageously by both challenging and supporting your partners.  Assume everyone is a potential ally.  Don't avoid the tough conversations.

4. Seek to understand your and other's personal self-interest in creating a more inclusive workplace.  This is especially important for members of dominant or insider groups in organizations (whites, men, heterosexuals, able bodied, etc.).

5. Think and see systemically.  Notice patterns and how they impact engagement and partnerships.  Notice this in meetings and other daily interactions.

6. Learn to better use your confusion in service to deepen your learning and partnership. Use your confusion to feed your curiosity.

7. Validate other's perspectives especially when they differ from your own. Remember that validating another's perspective doesn't invalidate/negate your own.  This can be hardest to practice when the perspectives appear so radically different from one another.

8. Seek out stories—both others as well as your own.  Hearing and validating stories creates the foundation for partnership.  No one can refute another's story.

9. Learn to see both sameness and difference simultaneously.  Work to avoid using one to void the other.  There is sameness and difference in most every interaction/situation.

10. Practice *it is not your fault and you are responsible*.  Stop apologizing for things you did not do and start understanding how what has happened systemically in the past impacts your current partnerships and how others hear/interpret your words.