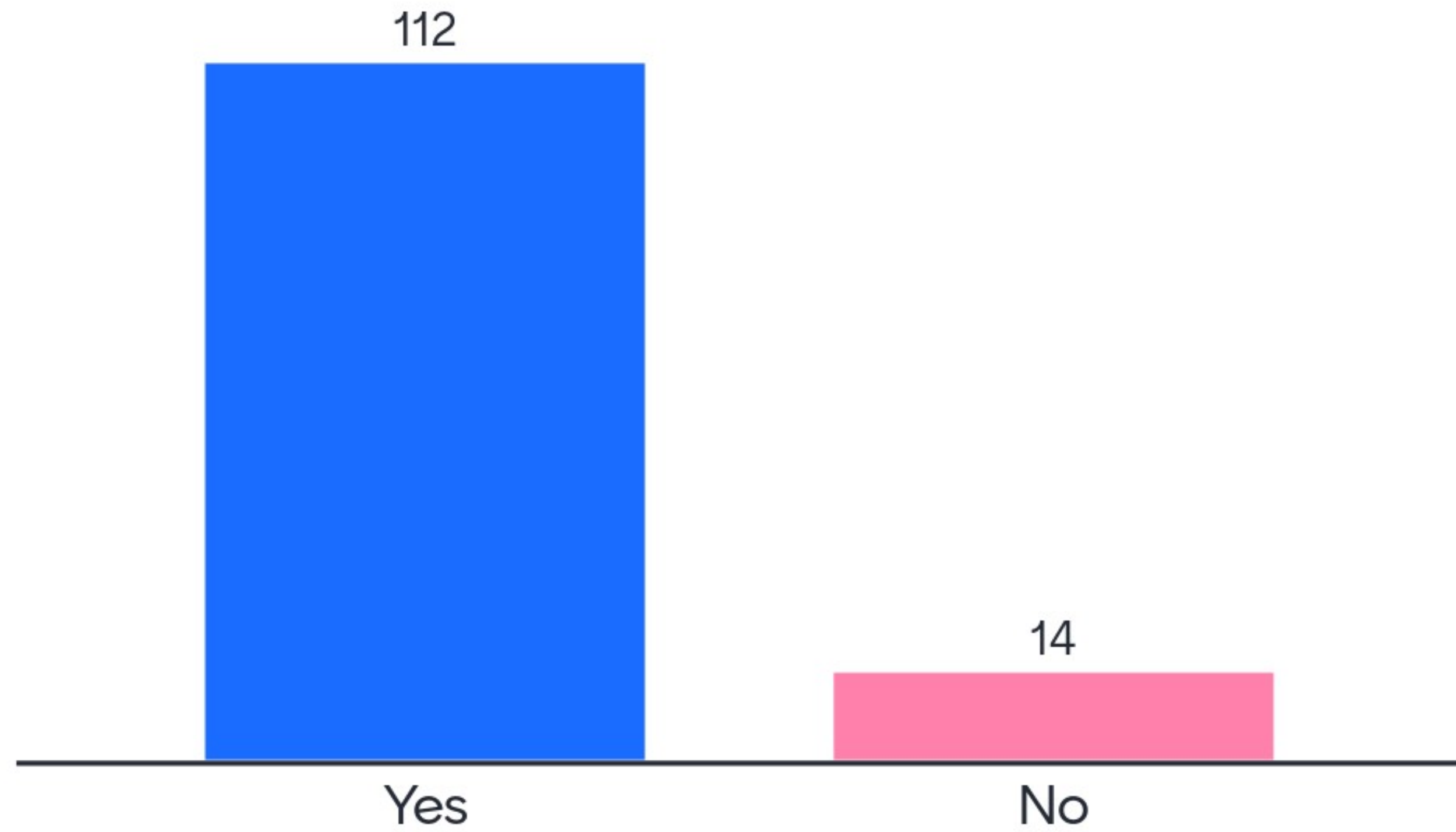






# Have you ever experienced individual or systemic racism; sexism; etc.?



# Do others in the audience have strategies that they want to share with the group?

35 Answers



Honesty

Be more active

Being an active listener

Consume diverse media

More outreach on college campuses

Listen and be willing to learn.

Mentors who reflect diversity and show the inclusion of an organization.

Be intentional about creating safe spaces for all

How do you encourage a more diverse group to run for elected office?

# Do others in the audience have strategies that they want to share with the group?

35 Answers



Speak up more. Be open to uncomfortable conversations.

Treat every challenge as a gift and an opportunity to learn.

Be willing to speak up for others

Demystify for folks who feel threatened because they think it's a Quota and will exclude them.

Stop focusing on excellence of law school applicants have attended.

Being open and curious.

Would would my daughter do, say?

More outreach to our communities is important.

Any trainings people have found to be especially effective?



# Do others in the audience have strategies that they want to share with the group?

35 Answers



My firm has a buddy program in its Colorado Office. It pairs attorneys with HS students. It works really well.

Hire and mentor those who do not look like you.

Management must treat DEI as a consistent priority for an agency's culture to truly change.

Work on one on one relationships.

Hold space for your colleagues. You don't know what traumas they may be carrying around.

Keep the conversation going beyond training

Make an effort to work with all groups not just your own minority group. Speak up and open to ideas.

Legislation to require a Chief DEI Office role for every public sector organization. With benchmark requirements for the role.

Diversity begets diversity - prioritize diverse hiring, and diverse candidates will come to you.



# Do others in the audience have strategies that they want to share with the group?

35 Answers



When you are solo in the room, create an external support network. We must be courageous but we don't have to bear that burden alone. It's not sustainable to fight on your own. It takes a village.

Find your village!

Reparations for black descendants of slaves

None

Be cautious not to marginalize other groups when attempting to implement equity measures for a group you are promoting.

Push back against misinformation

Bystander training would be helpful to address a problem in a way that moves forward rather than devolving into incrimination.

Hire and mentor those who do not look like you.