

Webinar Series:
How to Have a Productive Dialogue About
Race With Your Colleagues

Encourage Your Colleagues to Sign Up to DIBP

- Use testimonials from employees that access DIBP.
- Promote DIBP to employee resource groups.
- Encourage talent-development leaders to use and educate employees about access to DIBP.
- Include message about DIBP or include links to career advice content on company intranet.

Meet Today's Panelists



Kim Thompson, Advisory Risk and Quality
Leader, **PwC**



Theresa Spralling, Associate Director &
Tolerance to Understanding Lead
Consultant, Diversity & Inclusion, **AT&T**



Jwyanza Watt, Director in Finance, **AT&T**

Kim Thompson, PwC Principal

- Global Advisory Risk & Quality Leader
- PwC U.S. Inclusion Networks Leadership Council member
- Black Inclusion Network Partner Champion for the Bay Area Pacific NW



How to have a productive dialogue about race with your colleagues

01 Why are we talking about race at work?

.....

02 What is a “productive dialogue about race”? Who leads it?

.....

03 How did we begin?

.....

04 Where can you find more resources?

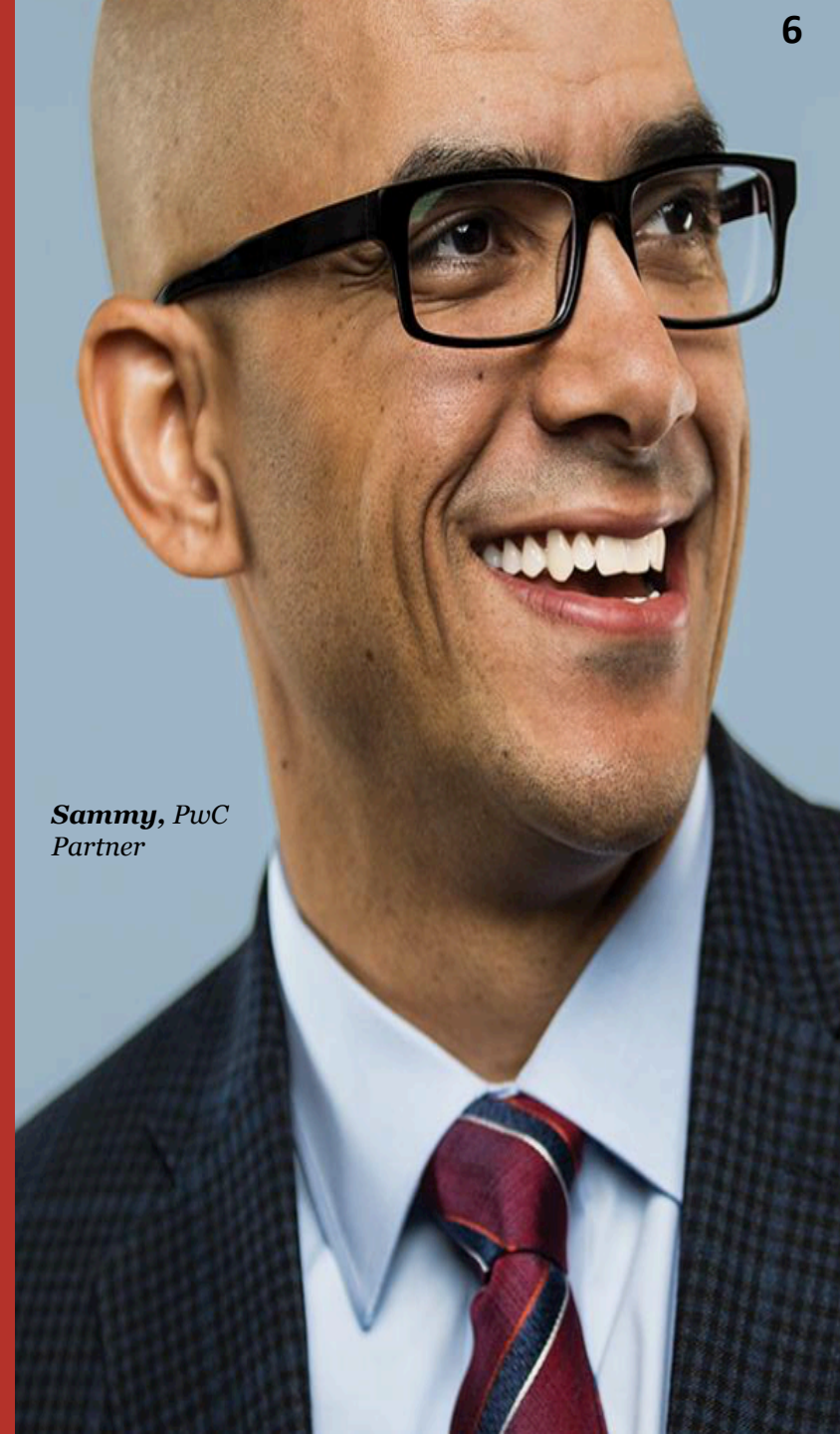
Why are we talking about race at work?

Purpose led. Values driven.
Building trusting relationships
Harness the power of story sharing

Working dad with working out with energy sector with football fanatic with talent scout

There's what you do. Then there's why you do it.

For Sammy, team is everything. It's why he loves cheering for college football with family and friends. Why he motivates his engagement teams to deliver their best. And why he works so hard to encourage students, particularly minority students, to pursue accounting at PwC.



Sammy, PwC
Partner

Leading by example

PwC U.S. CEO & Senior Partner, Tim Ryan and
Elena Richards, U.S. Minority Initiatives Talent
Management Managing Director



Access the video:

<https://www.youtube.com/watch?v=oMrpR8qqSgA&feature=youtu.be%29>

Listen
Engage
Trust

What is a “productive dialogue about race?”

- Distinctive dialogues
- Mellody Hobson’s “Color Brave” conversations and TED Talk
- Blindspots: Hidden Biases of Good People by Dr. Mazharin R. Banaji

“

Let’s talk about why we should speak more openly about race and how it’s better for us personally, professionally, and for society as a whole. Speak up, join the conversation, and be color brave.

”

How do we begin?

Advice we used to frame the conversations

- Leaders set the tone with candor & personal stories
- No filming; Keep what is said in the room
- Start with smaller intact teams, small groups and pairs
- Set ground rules for conversation engagement upfront
- Stay focused on respect and shared values
- Agree to put ourselves in each other's shoes.
- Candidly share in the spirit of learning and helping increase awareness to reducing potential blindspots
- No debate, just listen.
- Ask questions with curiosity, kindness and respect

PwC Shared values

Caring

Integrity

Making a difference

Reimagining the possible

Working together

Resources

Blindspots resources:

<https://www.pwc.com/us/blindspots>

PwC Talks: Mellody Hobson's Color Brave Interview

[https://www.youtube.com/watch?
v=WHA7GFYZrSg](https://www.youtube.com/watch?v=WHA7GFYZrSg)

iTunes: Pursuit of Happiness

PwC podcasts

[https://www.pwc.com/us/en/about-us/
pursuit-of-happiness-podcast.html](https://www.pwc.com/us/en/about-us/pursuit-of-happiness-podcast.html)

Diversity & Inclusion @ AT&T



“Embracing diversity means finding common ground. Let’s shift the conversation from acceptance to understanding of the differences that make us stronger together.”

Randall Stephenson
Chairman & Chief
Executive Officer



Diversity & Inclusion @ AT&T

Diversity at AT&T is about recognizing all differences and similarities – *what makes each of us unique.*

We respect and appreciate both our differences and similarities.

We also understand that our differences and similarities are key drivers for *innovation* and enable us to better *serve our customers* and *achieve our business goals.*

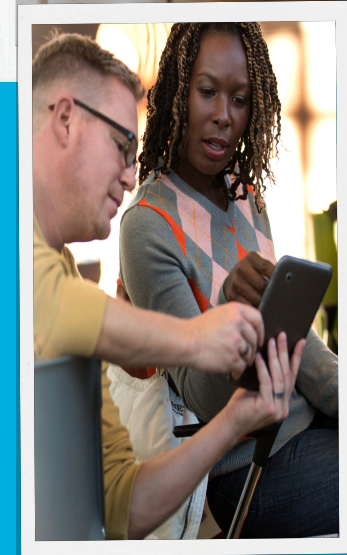


Diversity & Inclusion @ AT&T

Inclusion is about promoting an environment where *every individual is valued, respected and supported.*

We want to provide every employee an environment where they can *reach their full potential.*

Our ability to leverage our differences and similarities in an *inclusive environment* gives us a *competitive advantage* in the marketplace.



Every Voice Matters



Tenure



Job
Function



Work
Experience



Thinking
Style



Marital
Status



Race &
Ethnicity



Education



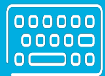
Culture



Mgmt/
NonMgmt



Legacy
Company



Working
Style



Disabilities

123

Age



National
Origin



Military
Status



Gender



Communication
Style



Sexual
Orientation



Geographic
Location



“From Tolerance to Understanding” Resource Guide

Knowledge

- Randall’s ERG Conference **speech**
- *Catalyst* insights on **roadblocks** to race and gender discussions
- **Holidays** celebrated by diverse communities, cultures, and religions at AT&T
- **Insights** on diverse segments, their contributions to America, and challenges they face
- **Booklist** available for gaining additional knowledge

Conversations

- Presentations by Diversity & Inclusion **Ambassadors**
- **“Fostering Inclusion”** group training and discussions
- Self-guided **“Let’s Talk”** conversations with teams
- Facilitated **“Conversations of Understanding”** workshops
- **Individual chats** with colleagues

Involvement

- Participate in an **ERG / EN** sponsored community event
- Engage in **Business Unit** sponsored volunteer events (e.g., Aspire, Meals on Wheels, Street Law, etc.)
- Volunteer with AT&T **partner organizations** (e.g., Boys & Girls Clubs, Junior Achievement, Girls Inc., Dallas CASA, etc.)



Where to find the Resource Guide



Available on the Diversity & Inclusion HR One Stop home page

The screenshot shows the AT&T OneStop website. The main content area is titled "diversity & inclusion". Below the title, there is a video player with a play button. Below the video, there is a call to action: "Review the [Diversity & Inclusion Resource Guide](#) which contains a wide range of suggestions and information." This call to action is circled in green. The sidebar on the right contains a "Quick Reference" section with a search bar and a "Search Feedback" section.





Conversation Ground Rules!

- Assume positive intent
- Engage in dialogue – NOT debate
- Demonstrate cultural humility
- Be open, transparent & willing to admit mistakes
- Embrace the power of humble listening
- Create trusting and safe spaces- where a little bit of discomfort is okay
- Commit to having conversations that matter by speaking up to bridge gender, racial and ethnic divides



What is DINE?

An AT&T Grassroots effort designed to get to know and understand one another better –
embracing our diverse backgrounds and experiences.

Discover differences.

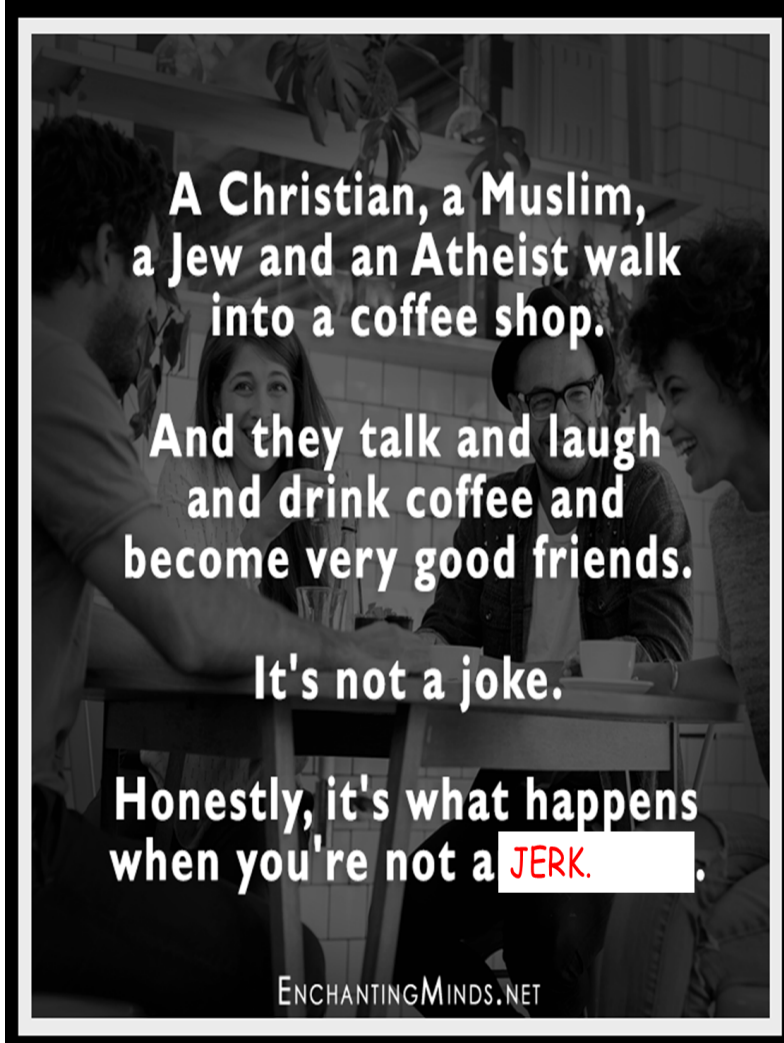
Include one another.

Navigate new perspectives.

Eat!



The Original Inspiration...



How it works:

At lunch everyone takes a turn to share:

- background, upbringing, life-challenges
- how they're unique / diverse
- how they see the world.

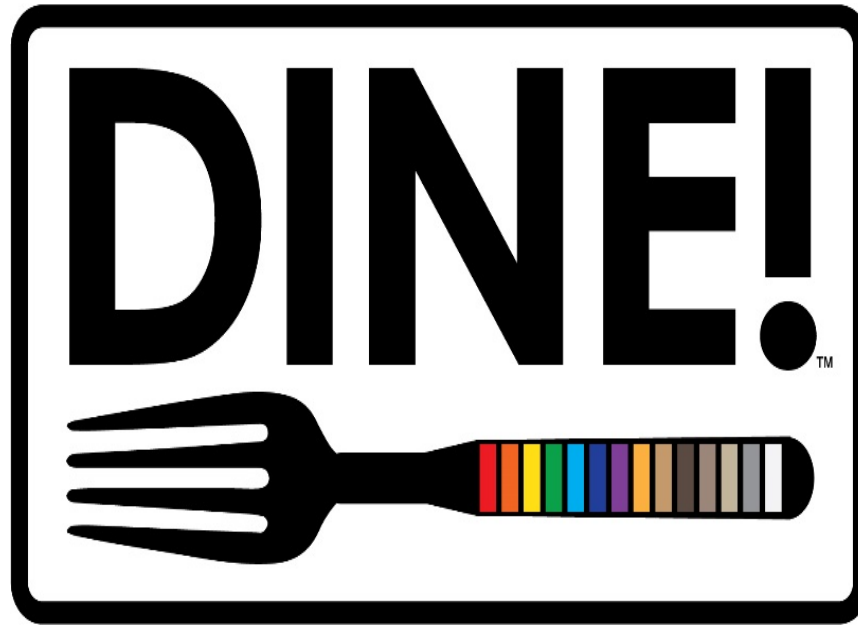
How to conduct a DINE!

1. Invite 4-5 people to lunch
2. Everyone buys their your own lunch
3. Share your story
4. Everyone shares
5. Take a selfie

The DINE! Experience

- Jwyanza Watt - jn8142@att.com





For more information

visit:

www.dolunchdifferently.com

Team
Goal
1Q
100%

Communities



Overview

Tags

No tags yet.



DINE: Diversity & Inclusion Network Exchange

Stop Following this Community | Community Actions



Start the First topic




DINE Discussions Survey

How are things going?

Take a moment to let us know how many discussions you've been a part of so far.

Take the Survey

Let's Talk!



Career Advice for High Potential Women

- March 20, 2018 | 2-3 p.m. ET
 - Our first webinar on career advice for high potential women was a big success so we brought it back. In this one, you'll hear from three different women leaders on how they became successful. These women will give advice on how to be a good mentee or sponsoree, how to get ahead in a male-dominated industry, how to get the right assignments and how to be successful at work/life, to name a few.
- Panelists:
 - Lisa Stevens, Executive Vice President, Regional Banking Executive, **Wells Fargo**
 - Tonya Hallett, HR Executive Director-Global Manufacturing, **General Motors**
 - **Abbott**

The Differences Between Mentoring and Sponsorship

- April 24, 2018 | 2-3 p.m. ET
 - Almost all of the successful professionals you'll encounter will tell you they couldn't have done it alone and that mentors and sponsors are critical to their success. On this webinar, we'll discuss the difference between the two and the notion that both are needed at different points of your career. You'll also get specific insights in mentoring and sponsorships programs and hear best practices on how each are built, operated and maintained.
- Panelists:
 - Randy Cobb, Director, Diversity & Inclusion, **Southern Company**
 - Audrey Liu, Vice President, Diversity and Inclusion, **Nielsen**

How Executive Diversity Councils Yield Talent Results

- May 8, 2018 | 2-3 p.m. ET
 - The role of executive diversity councils (EDC) is to set and govern an organization's D&I strategy and hold key stakeholders accountable for results. This webinar won't focus on how to implement an EDC. Rather, we'll focus on how to make your EDC more effective in yielding talent results. You'll hear best practices on using rotational positions on the council for talent development, using scorecards and dashboards to drive accountability and being a strong partner/resource to the D&I department.
- Panelists:
 - **Accenture**

Thank You for Attending

- You will receive an email from us by this Friday containing a link to download this presentation.
- If you have questions/comments, please email us at Shane@DiversityInc.com.
- Follow us on:
 - [Twitter](https://twitter.com/DiversityInc) - twitter.com/DiversityInc
 - [Facebook](https://www.facebook.com/DiversityInc) - www.facebook.com/DiversityInc
 - [LinkedIn](https://www.linkedin.com/company/DiversityInc) - www.linkedin.com/company/DiversityInc
 - [Instagram](https://www.instagram.com/diversityinc/) - www.instagram.com/diversityinc/
- Visit DiversityIncBestPractices.com to view past webinars, career advice, as well as relevant, up-to-date content on diversity and inclusion management.