

# DEI LEARNING JOURNEY

## CALL TO ACTION MONTHLY PROMPTS

---



**Be Committed.** Meaningful action starts with mindset first. Begin your DEI learning journey by tapping into purpose and meaning, being open to looking at yourself and your behaviors and setting a goal.

**Be Conscious.** Unconscious bias influences decisions from the neighborhood we choose to the friends we have and who we hire. Become more self-aware of how biases influence your daily interactions and decision-making and try new strategies to minimize them.

**Be Curious.** Approaching life with genuine curiosity and compassion toward others enables us to widen our view of different life experiences so we can begin to replace our assumptions and stereotypes with more empathy and understanding.

**Be Comfortable Being Uncomfortable.** Engaging in dialog across differences helps us learn and grow, but doing so can feel awkward and we are sure to make mistakes. Learn tips to lean into uncomfortable conversations with more confidence and turn unintentional blunders into learning opportunities.

**Be Connected.** While it's a human tendency to gravitate towards people similar to you, having diverse relationships makes you better informed, more thoughtful, more empathetic and more balanced – all competencies for a great leader, parent, friend or spouse! Embrace everyday acts of inclusion to deepen existing relationships and spark new ones.

**Be an Ally.** An ally is an individual involved in the promotion and advancement of an inclusive culture in solidarity with marginalized people through intentional action. Become an ally by setting a goals to continue on your DEI learning journey (internal work) and practice speaking up and taking a stand when opportunities present themselves (external work).