

## Culture, Diversity, Inclusion, and Equity (CDIE): Let's Discuss

1. If your program wanted to revamp its talent acquisition techniques, processes, and procedures to better reflect CDIE principles, what are some areas it should consider evaluating?
2. You are on an interview panel and believe the last candidate the panel interviewed is not the right fit for your program. Explain what you mean by "not the right fit."
3. Your personnel and program data suggest your organization could do a better job supporting CDIE. What program goal would you develop?
4. Consider this statement: *Empowering the individual strengths, talents, and unique perspectives of every person on your team is a key driver of diversity, inclusion, and equity.* Do you agree or disagree, and why?
5. Consider this statement: *"We'd like to believe we are open-minded, fair, and without bias, but research shows otherwise. This is an important, even if uncomfortable, realization for most of us."* – Mahzarin Banaji, Ph.D. Do you agree or disagree, and why?
6. Are hidden biases and stereotypes holding us back as a nation from reaching our full potential? Discuss.
7. How do stereotypes impact intent and outcomes?
8. Which do you think would make for a more connected and team-oriented culture: one that claims not to notice differences or one that intentionally encourages curiosity about differences? Explain your answer.
9. How do you think conversations about CDIE can build trust and authenticity in the workplace?
10. Consider this statement: *"As leaders, we have a responsibility to set the tone at the top so we can inspire and exemplify the workplace culture we want to cultivate. Each of us plays a part in weaving this mindset into the fabric of the workplace."* – Trent Henry, EY Canada. Do you agree or disagree, and why?

