

BUILDING THE FUTURE



Intersectional Identities in the Workplace
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FACILITATE A ROUNDTABLE DISCUSSION
ABOUT IDENTITY IN THE WORKPLACE



PROVIDE A SPACE TO REFLECT ON THE
INTERSECTION OF IDENTITIES WITHIN
THE WORKPLACE



BUILD COMMUNITY AND ESTABLISH
CONNECTIONS WITH COLLEAGUES

Session Goals:

Open to sharing your perspective and experience

Confidentiality - What is said in the room...

Respect - using respectful terminology

Guidelines for Consideration



Introductions

- Names
- Gender Pronouns
- Position/Department
- Something you hope to take away from today's discussion



Prompt Questions:

What are your salient identities?
How do they intersect?

How do these identities show up in the workplace?

Do you feel that with these identities you can truly be your authentic self?

Prompt Questions:

How can you be your authentic self in the workplace while remaining safe?

How can you be an ally to those who would like to be their authentic self?

How can you use your social capital to help others in the workplace?

Prompt Questions:

How has your positionality impacted the ways you can show up authentically in the workplace?

What are some/ your management styles for direct reports while being your authentic self?

Group Share:

What did you learn
about yourself that is
new?

What is one major
takeaway from your
group discussion that
may benefit others in
the room?

Safety Nets:

Nondiscrimination Policy

Work with HR

Title IX