**DEI Discussion post #1 due 11:59 PM Friday, Feb. 4—responses to team members’ posts due 11:59 PM Sunday, Feb. 6. DEI class discussion on Mon. Feb. 7**

**Topic: Personal difference exploration**

**Reading: Getting Serious About Diversity: Robin Ely and David Thomas, HBR Nov/Dec 2020**

**Supplemental reading: Making Differences Matter: Ely and Thomas, HBR Sept/Oct 1996**

For your first DEI Discussion board post (there will be 5 total this semester) read the Ely and Thomas article, *Getting Serious About Diversity*. Reflect on the following two prompts and then choose one of them to respond to on the Discussion board.

* How do Ely and Thomas connect taking risks and being unafraid to say “I don’t know” or “I made a mistake” with positive performance outcomes in the workplace?
* Ely and Thomas share an example of a senior partner who “was willing to risk not getting his own words or actions exactly right, and . . . was ready to receive feedback with openness and equanimity.” Share a story about a time you were willing to risk not getting your own words or actions exactly right rather than stay silent.

Class discussion of DEI readings and discussion board posts will take place on Mondays following the posting due date. Discussion will be student-led with 4 student leaders taking on one topic or question for 10 minutes. Ideally each of you will experience leading a discussion post although leading a DEI class discussion is not a class requirement. Students may volunteer to be a discussion leader on the Wed. before the post is due Student discussion leaders are responsible for reading everyone’s posts and using those posts to facilitate discussion. You might notice patterns in what your classmates have been commenting on, for example, and then develop questions for discussion from there. DEI class discussions will not be recorded.

Discussion leader # 1: Focus on first bulleted prompt and responses

Discussion leader #2: Focus on 2nd bulleted prompt and responses

Discussion leader #3: Focus on classmates’ reactions to Ely and Thomas’s contention that “business leaders must reject the notion that maximizing shareholder returns is paramount.”

Discussion leader #4: Focus on how the reading(s) can apply to developing high-functioning BCaP teams.

DEI discussion posts are a required component of the course and figure into the course engagement component of the final grade. A strong post will demonstrate evidence of responding with critical and knowledgeable (having done the reading) engagement to the discussion prompt. Critical engagement with a text does not mean just agreeing with it. DEI discussions are part of the course curriculum in prioritizing and facilitating critical thinking abilities—especially with respect to these three learning outcomes noted in the course syllabus:

* recognize the importance of *context*
* imagine and explore *alternatives*
* *synthesize* information

Each post is not individually assessed (each one is not “worth” a certain number of points). Aim for authentic engagement. These discussions are aimed to prepare you for workplace protocols regarding diversity, equity, & inclusion expectations and practice.