

# Conversations for Inclusive Excellence

## CHALLENGE, QUESTION & DISCUSSION PROMPTS

### CHALLENGE:

**Read:** [The Groundwater Approach: Building a practical understanding of structural racism by Bayard Love and Deena Hayes-Green of the Racial Equity Institute](#)

**Read:** [Systemic Inequity by Linda F Nathan](#)

**Email:** Your college or institution's leader about your interest & support in your unit's participation in the developing Gender Equity Community of Practice led by the Office of Equity and supported by Office of Inclusion (set to launch in November 2021)

### QUESTION:

"How could I make "small tweaks" in my office or department's processes and protocols to make them more accessible or inclusive-- Are there resources, information, or networks I can provide to those people who may struggle with them?"

### DISCUSSION:

Watch Together [https://bit.ly/CFIE\\_Design\\_Gender\\_Bias\\_Out](https://bit.ly/CFIE_Design_Gender_Bias_Out)

Have you personally ever experienced (or witnessed) something that made it hard to maneuver personal or professional life at UNMC (or in Omaha)?

- Tell the group more about these situations—Why do you think it created obstacles for you or others?
- What makes it hard to address these factors?
- Practice: What innovations could reduce the barrier these types of barriers ?

ACTION Framework: [http://bit.ly/UNMC\\_ACTION\\_Framework\\_FACDEV](http://bit.ly/UNMC_ACTION_Framework_FACDEV)

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*"We're better together." – Dr. Sheritta Strong  
Director of Inclusion, Chief Diversity Officer at UNMC*