In the spirit of dialogue and conversation to shift bias thinking and explore different cultures and perspectives for conscious inclusion, many companies are engaging in lunch and learns using short videos as a content prompt for discussion. These experiences can be led by a variety of employees interested in creating a space of learning and discussion. The ground rules for the discussion should be mutual respect, a spirit of curiosity, openness, voluntarily sharing insights (personal and professional), no requirement to share and no judgement. The goal is to build cultural competency/agility and the ambition is to identify and create new norms and habits of engagement across the organization and as inclusive leaders.

Here are a few examples of videos to get the conversation started:

**Cultural difference in business | Valerie Hoeks | TEDxHaarlem**

One of the elements of the cultural difference between Europe and China is the importance that is given to relationships. In the West you would assume the importance to be the same, but there is a significant distinction. In China connections with the right people help you to get things done, to survive and to succeed.

Whereas in the West content is predominant, in China the way people interact with each other strongly influences the working environment. 'Face’ and long-term effects are taken into consideration.

Valérie Hoeks (1982) studied Sinology at the Leiden University and has been active in China for over a decade as a traveller, a student and later as an entrepreneur. As soon as she set foot on Chinese soil she knew she would come back many times.

**The danger of a single story | Chimamanda Ngozi Adichie**

Our lives, our cultures, are composed of many overlapping stories. Novelist Chimamanda Adichie tells the story of how she found her authentic cultural voice -- and warns that if we hear only a single story about another person or country, we risk a critical misunderstanding.
Kimberlé Crenshaw - On Intersectionality - keynote - WOW 2016

Professor Kimberlé Crenshaw, the academic who coined the term ‘intersectionality’ and co-founder of the African American Policy Forum - gives a keynote on the unique challenges facing women and girls of color when it comes to the struggle for gender equality, racial justice and wellbeing.

A Conversation on Race: A series of short films about identity in America by the NY Times.

This series includes short films on multiple races and ethnicities from a variety of perspectives all between five and seven minutes in length.

Five Tips for Being an Ally

Francesca Leigh lays out the tips in a humorous and to the point fashion that will have people rethinking their role as allies to people who are different from them.

I've lived as a man & a woman -- here’s what I learned | Paula Stone Williams | TEDxMileHigh

If you’re a man, at one point or another you’ve probably thought to yourself, “I will never understand women!” And if you’re a woman, “what's wrong with men?!” But your gender is all you've ever known, so how could you understand? As a transgender woman, Paula Stone Williams has lived on both sides, “and the differences are massive!” In this funny and insightful talk, Paula shares her wisdom for all. Reverend Dr. Paula Stone Williams is the president of RLT Pathways, Inc., a non-profit providing counseling and coaching services. She works with the Center for Progressive Renewal, serves on the board of the Gay Christian Network, and is an active member at Highlands Church in Denver. She has been featured in the New York Times, The Denver Post, and Colorado Public Radio, and is a blogger for The Huffington Post. She is an avid runner and mountain biker with three children and five granddaughters.

Transgender Works: Creating a Transgender-Inclusive Workplace

The video provides tips and tools to create a more Transgender-Inclusive Workplace.

Cultural Agility for Competitive Advantage
Michelle Randall, President of [Enriching Leadership International](https://www.enrichingleadershipinternational.com) explains cultural agility and its importance to high-growth, global companies.

**Suggested discussion questions to consider to get the conversation going:**

1. What insights come up for you after viewing the video?
2. How does the content relate to your own personal life?
4. What questions came up for you after viewing the video?
5. What would you consider doing differently in your personal relationships?
6. What would you consider doing differently in your professional relationships?
7. What would you suggest our organization do to support colleagues after viewing the video?

**Ground Rules**

- This is a safe space to have dialogue about issues around Diversity, Equity and Inclusion
  - “Safe space” is not code for being rude or demeaning, it is a place where you can respectfully ask questions, address complex topics, etc.
- Assume positive intent
- Come with an open mind
- Participate at your comfort level
- We don’t have to solve everything, but we can come with a solutions-oriented mindset