

"Ensuring White Men are Part of the I&D Conversation and Efforts"

How can we ensure while we work towards more diversity, white men don't feel excluded and instead become advocates for inclusion & diversity. "Inclusion includes everyone".

"Facilitator Guide"

Rules of engagement for the discussion:

- 1) Be respectful
- 2) Listen with an open mind and heart
- 3) As you share your thoughts and experiences do not share names of individuals in stories or testimonials
- 4) Identify 1-2 things you will do different after you leave today

Conversation Starters:

Below is a list of conversation starters designed to get the participants to not only think about the gaps that may exist, but most importantly the opportunities and potential solutions to enhance our environment. Please encourage the participants to be candid, as we want to hear their experiences while we identify potential solutions and ideas to make improvements.

Please feel free to add your own personal verbiage or a quick story to set up each of the following questions. It will bring it to life, add more context and break the ice for the participants to feel more comfortable to open up.

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| Emily | <ul style="list-style-type: none"> • Share the objectives of the session and the grounds rules for a respectful and productive conversation. |
| | <ul style="list-style-type: none"> • Inclusion and diversity efforts are inclusive of everyone, so how do we make sure white men feel included in the effort and in the conversation? <i>Context example: There are many dimensions of diversity, e.g., race, gender, physical capabilities, religion, education, diversity of thought, LGBT—but we are focusing on "white men" because they are in the majority especially in the financial services industry.</i> |
| | <ul style="list-style-type: none"> • What are the perceptions and misperceptions "white men" might have about Inclusion & Diversity efforts? <ul style="list-style-type: none"> ○ How can we address them? |
| | <ul style="list-style-type: none"> • What are some of the concerns that white men may have that we should be especially sensitive to? |
| | <ul style="list-style-type: none"> • How have you seen white men, at all leadership levels serve as advocates and champions for the firm's I&D effort, and a one on one basis with associates from different backgrounds (i.e. women, POC, LGBT, etc.)? |
| | <ul style="list-style-type: none"> • What are some ways the firm can better engage white men in our I&D efforts going forward? <i>(Alternatively, how would you like to see white men provide more support for I&D efforts going forward?)</i> |
| | <ul style="list-style-type: none"> • What will you do differently after this conversation? |
| | <ul style="list-style-type: none"> • Wrap Up & Evaluation |

