

Session Notes

MORE CONNECTS US THAN DIVIDES US

IDENTITY AND BIAS

Individually:

1. Complete 10 "I am..." statements that describe who you are.
2. Put an **X** next to the identifiers that can make you biased **toward others**.
3. Put a **O** next to the identifiers that can make others biased **toward you**.

X O

I am

NETWORK AUDIT

1. List 10 people from your professional network that you choose to interact with. Consider the people you most frequently connect with, not who you think you should connect with. Be honest with yourself.
2. With your list of 10 people in mind, count the number of people who are the same and different from you in each of the categories below.

SAME	DIFFERENT		SAME	DIFFERENT	
		Age Group			Physical Ability
		Color			Physical Appearance
		Education Level			Political Views
		Expertise			Race/Ethnicity
		Family Status			Religion
		Gender			Sexual Orientation/Identity
		National Origin			Socioeconomic Status
		Personality			

Professional Network

- Who do you go to for professional advice? Who comes to you?
- Who do you go to for mentoring/coaching? Who comes to you?
- Who would you go to for help with a project? Who comes to you?

CULTIVATE CONNECTION

5 Strategies for Cultivating Everyday Connection

1. Have a connecting conversation each day.
2. In meetings, close with a round robin.
3. In brainstorming or ideation meetings, disconnect person from idea.
4. Assign the role of active dissenter.
5. Complete a network audit.

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