# Listening Guide for Conversations in Inclusion and Belonging

The Conversations in Inclusion and Belonging video series contains four videos that captured discussions between experts in diversity, equity, and inclusion. We have provided a few ways for you and your campus to engage with these videos. The listener guide is a companion to the videos, providing reflective questions designed to help individual participants engage more deeply with the content. The length of the videos may require that you only do one or two at a time. There are time stamps listed by the questions so that you can pause the video and reflect on that piece of the module.

## Module 1: Managing the Impact of Biases

1. While implicit biases cannot be eliminated, they can be recognized and proactively minimized. (Pause video at 13:00.)
   1. List three examples of implicit bias:
   2. List three examples that the experts discussed as proactive strategies for minimizing implicit bias:
2. Describe one of the strategies that the experts discussed that they used to help others be “more comfortable feeling uncomfortable” when discussing implicit biases and why it was effective. (Pause video at 19:45.)
3. The experts all cited examples of ways that various members of an institution can work to mitigate implicit bias. Reflect on their examples and describe how you or someone you have observed has addressed or minimized implicit bias? (End of video)

## Module 2: Reducing Microaggressions

1. Reflect on the ways that the panelists disagreed with the term microaggression and describe why they held these opinions. (Pause video at 11:15.)
2. Microaggressions should not go unaddressed. List strategies for handling microaggressions from the following viewpoints (Pause video at 11:15.):
   1. The recipient or target
   2. The bystander or witness
   3. The aggressor or perpetrator
3. Think about a time when you received or witnessed a microaggression. Describe what occurred and how you handled the situation.

## Module 3: Addressing Imposter Phenomenon and Stereotype Threat

1. Each of the panelists shared their experiences with imposter phenomenon. What did they have in common? Have you ever experienced imposter phenomenon? How did it impact your engagement with others and your ability to meet with success? (Pause video at 8:57.)
2. The panelists described several examples of stereotype threat that they experienced. List an example that was cited and what that person did to counteract the stereotype that they were trying to avoid. (Pause video at 15:44.)
3. How does the concept of growth mindset help counteract stereotype threat? (End of video)

## Module 4: Cultivating an Inclusive Environment

1. The experts cited multiple strategies for creating an inclusive campus environment. List two that you believe are most effective and describe why. (Pause video at 13:15.)
2. The panelists detailed their beliefs on the importance of ensuring that courses, programming, and campus environment are accessible to all. Explain your beliefs on the importance of an inclusive and diverse campus for you and all members and the responsibility that everyone holds. (End of video)