



## Agenda

1. Welcome/Introductions
2. Urban League
3. Cultural Introductions
4. Cultural Iceberg
5. Next Steps

## Ground Rules

- Actively participate
- Be respectful of other viewpoints
  - Extend the umbrella of grace (don't' assign intent to others' comments)
- Keep the environment safe
- Be here how
  - Cell phones on vibrate
- Be willing to step out of your comfort zone - into a learning zone

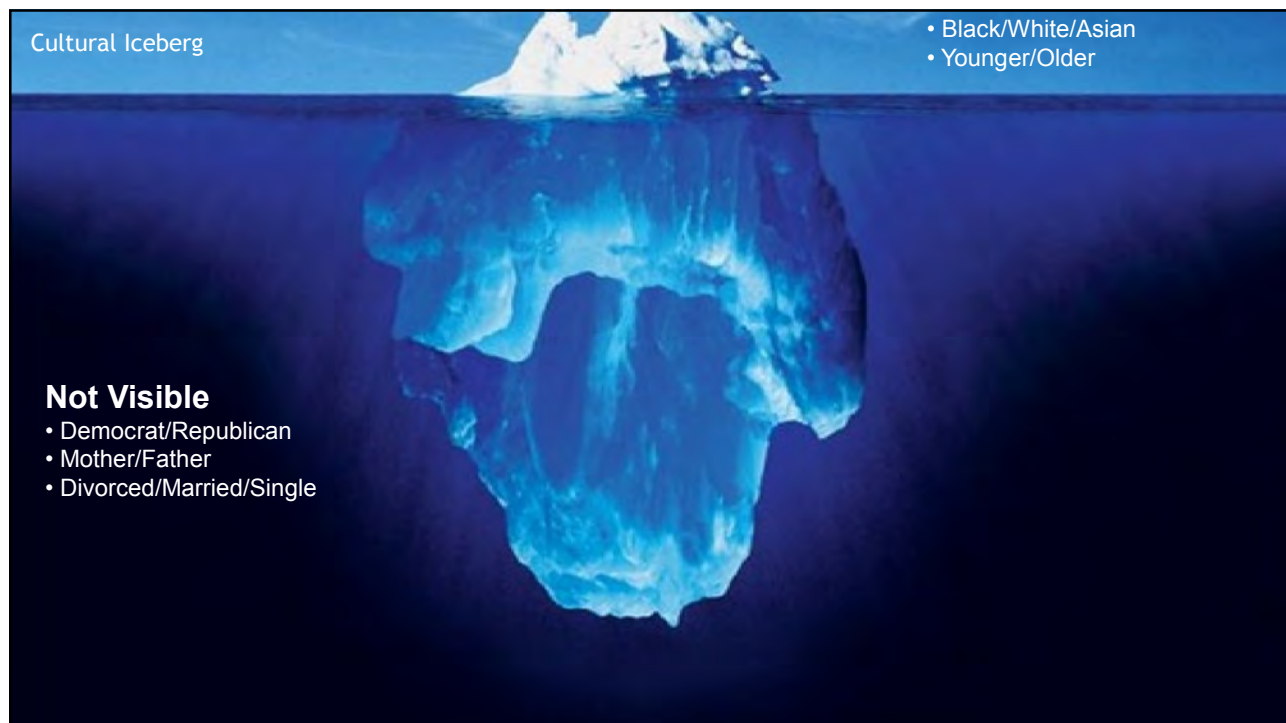
## Cultural Introductions

### Getting to know you

- Share two things about you that shape your personal identify
- Discuss the city and state where you grew up
- Share something that no one knows

## Key Learning

- There is a period of discomfort in sharing
- It takes courage to move through the discomfort
- On the other side of discomfort is growth and understanding



## Key Learning

- People unconsciously make assumptions about what they see
- When we explore below the waterline, we're able to break down assumptions
- Inclusive behaviors lower the waterline and build trust
- Diversity includes more than race and gender
- Uncover unexpected similarities and value the uniqueness of others
- Understand people for who they are

