

CONVERSATION STARTERS:

DIVERSITY

Conversation Starter: DoDD 1020.02E, Diversity Management and Equal Opportunity in DoD defines diversity as outlined below. Many Components and Services may have their own definition or provide additional relevant information (linked in the resources section at the bottom). Consider asking members of your team if the diversity definition resonates with them, then ask them why or why not.

Diversity is...

All the different characteristics and attributes of the DoD's total force, which are consistent with DoD's core values, integral to overall readiness and mission accomplishment, and reflective of the Nation we serve.

DoDD 1020.02E, Diversity Management and Equal Opportunity in DoD (June 1, 2018)

Scenarios for Discussion

Scenario 1

Over the past few years, your team has become more diverse in many ways. As a leader on the team, you have seen many positive outcomes as a result of the increase in varying identities and perspectives. You notice a member of the team constantly chooses to work with the same people and avoids working with certain colleagues. In a one-on-one with this team member, the team member shares that they only feel comfortable working with people they have known a long time. They explain that it is easier, leads to less miscommunication, and allows for work to be done more quickly.

How would you respond to this teammate?

Scenario 2

Overall, your team is demographically diverse; however, the unit has identified representation challenges and lack of demographic diversity at leadership levels. You know that leadership will not become more diverse overnight; however, you also understand the importance of diverse perspectives for solutioning and decision-making.

What are some ways you might invite diverse perspectives into leadership decision-making?

Diversity Activity



A



B

Directions:

Step 1: Show the group both pictures

Step 2: Ask the group to discuss what types of diversity are represented, or not represented, in each picture

Step 3: Ask the group to discuss what types of diversity might be represented, but might not be noticed in a picture

Step 4: Ask the group to discuss possible outcomes of having a decision panel similar to picture A

Step 5: Ask the group to discuss possible outcomes of having a promotion panel similar to picture B

Additional Questions

1. What is your definition of diversity?
2. Are there experiences where you have seen diversity in a group or team setting be successful?
3. Has there been an experience where diversity might have benefited the team?

Resources

[National Guard Bureau Diversity and Inclusion Strategic Plan](#)
[Air Force Instruction 36-7001](#)
[ADO About Diversity \(army.mil\)](#)
[The Army People Strategy](#)
[NAVADMIN 051/20](#)
[Navy DEIA Glossary](#)
[CMC 38 DEI Policy Statement](#)

[Building a National Security Workforce That Fully Reflects America](#)
[National Security Diversity and Inclusion Workforce Act of 2021](#)
[DoD Office for Diversity, Equity, and Inclusion](#)

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