

# OVERVIEW

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## STORE MEETING AUDIENCE

- All DICK’S store leaders and teammates can be invited to join the Dialogue Circle

## KEY ROLES & RESPONSIBILITIES

- **District Manager (and SMs)** - Sponsors the circles and sets expectations for participation as well as ongoing I&D work in their respective organization, and support teammates along their I&D journey
- **HR Business Partners** – Supports the facilitator before, during, and after the sessions and support teammates along their I&D journey
- **Facilitator and/or Court Side Team Members** – Prepares and leads the dialogue circle, creating a safe and inclusive setting. Promoting engagement and dialogue

## MEETING PURPOSE

- Create an opportunity for learning, discovery and discussion on gender bias in the workplace – featuring AAPI Hate and Cultural Competence: Understanding Others
- Invite participants to ask questions and share their perspectives in a safe and welcoming setting
- Ask participants to actively take part in creating an inclusive work / retail environment where all can be their best



# DIALOGUE CIRCLES:

A SAFE PLACE TO LEARN AND SHARE THE PERSPECTIVE OF OTHERS

LGBTQIA+ PRIDE MONTH 2021 : #PLAYWITHPRIDE

# THE EXPERIENCE

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## WHAT WE ARE CREATING

- Inclusion is created with equal parts **uniqueness and belonging**.
  - **Uniqueness** is honored when we communicate across differences and are willing to have difficult conversations about our identities and experiences.
  - **Belonging** occurs when everyone feels accepted and valued for their authentic selves.

## WHY WE'RE HERE

- Celebrate and respect our **differences** by gaining an understanding of others' perspectives.
- Provide a **safe** and open environment where teammates are encouraged to share their point of view.
- Breakdown barriers to better understand your teammates within our organization – further creating a culture of **inclusion & diversity**.

# GROUND RULES

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- 1. ASSUME POSITIVE INTENT**
- 2. ENGAGE IN DIALOGUE – NOT DEBATE**
- 3. HOLD YOURSELF AND OTHER ACCOUNTABLE FOR DEMONSTRATING CULTURAL HUMILITY**
- 4. BE OPEN, TRANSPARENT AND WILLING TO ADMIT MISTAKES**
- 5. EMBRACE THE POWER OF HUMBLE LISTENING**
- 6. CREATE TRUSTING AND SAFE SPACES – WHERE A LITTLE BIT OF DISCOMFORT IS OKAY**
- 7. COMMIT TO HAVING CONVERSATIONS THAT MATTER BY SPEAKING UP TO BRIDGE DIVIDES.**

# WHY INCLUSION OF LGBTQ ATHLETES IN YOUTH SPORTS MATTER

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24%  
of youth from the LGBTQ+  
community play on the sports  
team from their school

Compared to 68% of their straight,  
cisgender peers

## #PLAYWITHPRIDE – ROLE MODEL

Sport is defined by its role models. Role models like you. Showing today's LGBTQIA+ youth athletes that they can do it too, and, more importantly, that they're not alone.

Starting questions:

- How can we make more inclusive of LGBTQ+ athletes?
- How can youth sports increase participation of LGBTQ+ athletes? Why is this important?
- Do you feel that words have power? How have they shaped your attitude toward individuals that are apart of the LGBTG+ community ?
- Have you witnessed anti- LGBTQ+ attitudes? How did you react?
- What behavior can you model to support an inclusive environment at DSG?

## CLOSING REMARKS AND REMINDERS

**DON'T LET THE  
UNCERTAINTY  
OF HOW YOU SHOULD SHOW UP  
KEEP YOU  
FROM SHOWING UP**

#IMANDAILY

### SHOW UP TODAY!

- LEAD WITH EMPATHY
- COMMIT TO COURAGE
- LISTEN
- EDUCATE YOURSELF
- CULTIVATE RESILIENCE

SOURCE: VIBRANT PITTSBURGH