

## RDI Video Dialogue Guide

### Objectives:

- To engage employees in a conversation using facilitated dialogue as a technique.
- Participants are aware that dialogue is a tool that can empower employees in an effort to learn more about the people we work with.
- To introduce participants to Allies for Inclusion.

Materials: copy of photo language set, markers, and large sticky notes.

Length of Time: 60 minutes

### Welcome & Introductions (1-2 minutes)

#### A. Facilitator Introductions

#### B. Introduction to Allies for Inclusion

As Allies for Inclusion, we know that we are better together. We believe that every employee has the potential to impact our mission and to express the values of diversity and inclusion in their work. We use dialogue as a way to promote a fair and just work environment that values difference and encourages employees to perform at their maximum potential. Our hope is that every employee becomes an Ally for Inclusion.

#### C. Group Guidelines

- Assume best intentions
- Take risks, stretch yourself
- Speak so that everyone can hear you.

## **Phase I. Community-building**

Large Group (10 minutes)

Share with participants that in an effort to get to know one another - you would like for everyone to share their name. In addition, you would like them to share “what they treasure most.”

After everyone has gone, share that you would like for the group to view the new RDI video, which is about 5 minutes.

## **Shared Experience (6 minutes)**

RDI Video (05:12 min) [www.nps.gov/rdi](http://www.nps.gov/rdi)

## **Phase II. Sharing the Diversity of Personal Experiences -**

Small group then Large Group discussion for second question (15 minutes)

Next, ask participants to form groups of five. Once they are in groups, share that they will have about 5-8 minutes to talk in their small group. You would like for them to answer “*Who are you?*”

While they are still in small groups (give them another five minutes), ask them to continue the conversation by discussing, “*How does your identity affect how you do your job?*”

Bring the group back to the larger group and ask if there is anyone who would like to share something that was discussed in the small group? Where there any similarities? Differences?

## **Phase III. Exploring the Diversity of Perspectives Beyond Ourselves**

- Photo language (see below) then Large Group discussion (15 minutes)

Which photo represents a diverse and inclusive America?

Share with participants that there are photos that you would like to look at in just a minute. They will do a “gallery walk” looking at each photograph. They will get two opportunities to view them. The first time, look but do not pick up your photograph (so that everyone can get a chance to view them). On the second walk through, pick up your photo and then “hold” it up so that others can see it. If someone has your photo, its okay just group up with them. During both gallery walks, you must do the exercise in silence.

I want to share a question with you while you are doing the gallery walk (in silence). The

question is, “*Which photo represents a diverse and inclusive America?*” Find a photograph that speaks to you as you think about the question: Which photo represents a diverse and inclusive America?

Group participants in small groups of five; have them share with one another why they picked the photo. Bring the small groups back to the large group. Were there any similarities, differences, anything that stood out to you?

#### **Phase IV. Synthesizing and meaning-making - Carpet of Ideas (10 minutes)**

Today, we’ve talked a lot about relevancy, diversity, and inclusion. I would like us to think about our part in building a culture of inclusion as we protect and preserve America’s Best Idea. On a large sticky note, share what we can do to better support employees ( 1-5 words max). Share that this is anonymous and that responses will be collected and shared so that we can all see them.

Ask for everyone to gather around the collection of responses. Ask someone to read them aloud. Ask the group what they see and/or don’t see.















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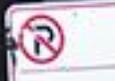
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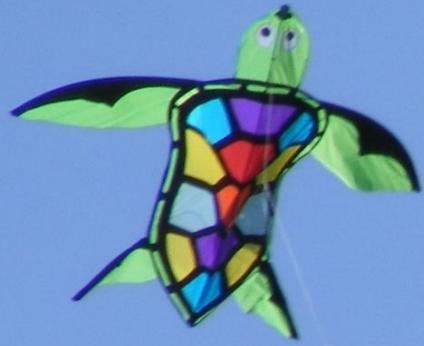
















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