

Leading with Courage: Braving Difficult Conversations in DEI

November 16, 2023

Stephanie Chen Banjo

s@stephaniechenbanjo.com

Erica Marx

erica@ericamarx.com



Desired future 

The Gap

Positive purpose for this conversation.

What role might I have (even if small) here?

What power dynamics may be at play?

What would be helpful for them to know?

What am I curious about?

If this is addressed, what is possible?

Current state 

What is the behavior or situation to address? Describe in objective terms

What is the impact on the team / project of what is happening?

Default future 

What is the likely future if I ignore this challenge?

