

# #TalkIntoAction

Have you ever attended a diversity program where you found yourself looking around the room and thinking that the audience was the choir, that those who needed to hear it, weren't there?

## THE CHALLENGE

**Jump start conversations about diversity by putting the talk into action.**

During the months of January and February engage in a #TalkIntoAction discussion by devoting ONE HOUR to discussing diversity, equity, and inclusion issues with another professional whose diversity is different from yours.

## WHY

Enjoy the opportunity to discuss important issues with someone who may or may not share your views. Open someone's eyes (or have your own opened) to a different perspective.

At the end, snap a photo or screenshot and send to [Jennifer.Jackson@theiilp.com](mailto:Jennifer.Jackson@theiilp.com).

We'll feature you on our social media accounts. Let's see how many people are ready to move from #TalkIntoAction!





# THE FINE PRINT

**WHO:** Everyone

**WHAT:** Spend one hour in conversation with someone who is:

- a) A different gender/race/ethnicity/sexual orientation/gender identity and/or disability;
- b) A person with whom you have never had lunch in a group of fewer than three people; and
- c) A person with whom you have never discussed diversity, equity, or inclusion in any detail.

**WHEN:** January and February 2024

**WHERE:** In the office, over Zoom, over lunch or dinner, for coffee or cocktails, or anyplace/ anytime you and your discussion partner would find comfortable and conversation friendly.

**WHY:** To encourage open discussion about diversity, equity, and inclusion.



# HOW

**EITHER** - Snap a photo/screenshot of you and your partner and email to [Jennifer.Jackson@theiilp.com](mailto:Jennifer.Jackson@theiilp.com) so we can feature your #TalkIntoAction conversation on LinkedIn and other social media!

**OR** - Post your photo on Instagram, Facebook, or LinkedIn, use #TalkIntoAction and tag IILP!



**THE INSTITUTE FOR  
INCLUSION IN THE  
LEGAL PROFESSION**



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## SUGGESTED DISCUSSION TOPICS:

- What has prevented the legal profession from making more progress in becoming more diverse, equitable, and inclusive?
- What are constructive things that we can do to move the DEI needle in the legal profession?
- What is one thing that a law firm/corporate law department/government agency/bar association etc. could do to enhance DEI efforts?
- How can we become more mindful and self-aware of our own implicit biases?
- What are the best ways to engage people about the diversity, equity, and inclusion challenges and concerns beyond their own type of diversity?

## GROUND RULES

Be open and honest about your perspective and experiences.

Treat each other and each other's perspectives, opinions, and experiences with respect.

#TalkIntoAction discussions are just discussions. They are not debates and the objective is not to change the other person.

The aim is for both participants to critically examine their own views, perspectives, and opinions by learning from the other's.