

INCOGNITO

and beyond...



Michael Fosberg at the U.S. Dept. of Treasury with Secretary Lew and Deputy Secretary Raskin, October 2016.

A Set Of Tools For Creating Authentic Dialogue

by **MICHAEL FOSBERG**

SEVEN TOOLS / TAKEAWAYS TO HELP FOSTER AUTHENTIC DIALOGUE SURROUNDING DIFFICULT ISSUES OF RACE & IDENTITY.

1. Tell your story. Open up and listen. By sharing our personal stories we discover commonalities.
2. Don't judge the differences. Flip the script; instead of allowing the differences to create a wall between us, start by finding a mutual interest, then embrace the differences (after all, if we were all the same, we'd be bored!). It's the differences that make us stand out as people, and it's the differences that make us unique in the marketplace.
3. Recognize there isn't any one way to have a conversation about identity and race. We all have different experiences and therefore bring different points of view to the table – this is actually the strength of our collective spirit, our diversity.
4. We can disagree, so long as we're not disagreeable. Take responsibility for the language we use – Freedom of Speech carries responsibilities.
5. Get comfortable being uncomfortable.
6. Understand there are realities outside your own experience. Just because we may not have experienced racism, sexism, homophobia, age discrimination, disability indifference or other forms of discriminatory treatment, doesn't mean those are not realities for other people. Listen with empathy.
7. Practice forgiveness. It has been described as the hardest work you will ever do, but the most rewarding.

Incognito stimulates profoundly personal dialogues embracing diversity to change corporate and organization cultures. Through narrative, humor and dramatization, we help create insights that reach beyond biases and prejudices to foster inclusion and engagement. We inspire organizations to recognize that commonalities are stronger than differences.

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