Strategies for Addressing a Quiet Group

• Start with pairs and ask one of the two to report

• Set the ground rules that everyone needs to participate – start with more general questions and move to those more difficult

• Start with journaling (on paper or on the phone)

• Ask for questions from the group – each person reads a question

• Start with an icebreaker – find commonalities

• Start with “What makes it difficult to have conversations about diversity and inclusion?”

• On a scale of one to ten, how comfortable are you talking about diversity? Why is that?