**Impact Introductions Instructions**

Thank you for choosing to do Impact Introductions. We believe this sharing can support everyone to feel seen in the context of their identity and life experiences, to appreciate the value of diversity, deepen empathy, and increase inclusion.

**In preparation:**

● You will share first. Your partner will most likely go about as deep as you go, typically no deeper. Please model vulnerability, authenticity, and openness.

● Impact Introductions are best 1:1 when you can see each other (in-person or VC).

● Consider sharing different dimensions with different people.

● Remember, it’s not going to be perfect, and just the act of being asked will help people feel heard, acknowledged, and more open.

**During sharing:**

● You can use the following pages to guide the exercise.

● Share the following page, for the list of diversity dimensions.

● Be curious, open, and vulnerable.

● Consider how your partner’s choices can reveal a first glimpse at needs for belonging, feeling valued, and identity with any specific group.

● Remember to thank them for being open with you.

**After sharing:**

● Notice how your relationship feels in comparison to before you did the activity.

● If it feels right, check in with the person a day or two later and let them know how much you appreciated the sharing time together.

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**Impact Introductions**

**Definition of Diversity**

The collection of similarities and differences that we each carry with us, at all times, that are based on:

● Characteristics we are born with (inherent)

● Experiences we have had (acquired)

● Choices we have made (acquired)

Diversity is a shared experience. Everyone (including majority professionals) has their own individuality, and everyone can grow appreciation and empathy for each person’s unique journey.

**Aspects of our characteristics, experiences, and choices that could have impact**

· Age

· Class/Income

· Differently Abled

· Education

· Ethnicity

· Gender

· Gender Identity

· Geographic Location

· Language Accent

· Military Experience

· National Origin

· Parenting

· Politics

· Race

· Relationship Status

· Religious Beliefs

· Sexual Orientation

· Skin Tone

· OTHERS

This list represents dimensions of diversity. Use an item from this list to introduce yourselves to each other. Each should choose one dimension that has had a significant impact in shaping who you are today—maybe it’s a combination of more than one. Notice there is a category called "OTHERS" because there are many more that could be on this list. Through the lens of what you’ve chosen, you each have 2-3 minutes to share.



**After sharing:**

1. Share appreciations for the process and each other.

2. Acknowledge that there are many parts of our stories and ourselves that we might not know about each other.

3. How can you support each other in this new knowledge of each other?