Discussion Questions:

1. **The Evolving Definition of Diversity**
   a. Has the diversity mission become so inclusive that we are losing focus on the individual groups that make up our diverse populations?
   b. Is there value to the diversity mission where the individual groups act as a collective?
   c. Are there lessons we can learn from the success of any particular group?

2. **Conversations in a Volatile National Environment**
   a. What factors contribute to making conversations more difficult in the workplace?
   b. How do we create an environment where everyone can engage or decline to engage in conversations?
   c. Is there an opportunity for a shared language? How and by whom is that shared language created? Disseminated?

3. **Bringing Others Along**
   a. How can we engage straight, white men to be active advocates in the diversity and inclusion mission?
   b. How can we get the “buy in” of key stakeholders (law firm rainmakers, practice group leaders, business unit leaders, or other important decision makers) in diversity and inclusion initiatives?
   c. Is there a diversity and inclusion lexicon that both unites and divides?

4. **Building Community**
   a. How can LCLD reach our Member organizations beyond those that have a direct connection with LCLD? How can we empower you (Diversity Professionals) to leverage the work that LCLD is doing in your sphere of influence?
   b. What can we learn from other professions about building a shared community?
   c. LCLD has seen success with programming on the national level. How can that be replicated on the local or regional level?