

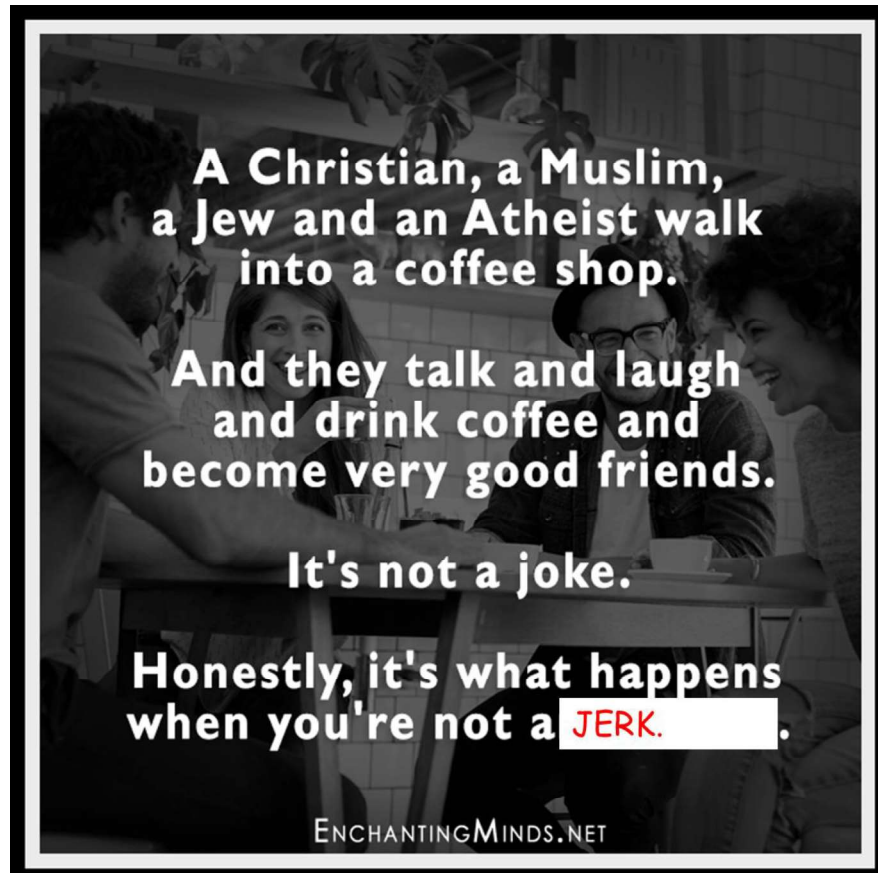
Discover differences.

Include one another.

Navigate new perspectives.

Eat!

The Original Inspiration...



Step One

Invite 4-5 people to lunch. You may use the following verbiage or send your own. Feel free to change it to suit your writing style and personality.

I recently heard about a grassroots initiative focused on Diversity and Inclusion. It's called DINE! which stands for:

- *Discover differences*
- *Include one another*
- *Navigate new perspectives*
- *Eat!*

[Randall's speech at the ERG conference](#) encouraged us to think about diversity, challenge our own biases, and get to know each other's stories. I believe many people want to...they just don't know how to engage in these sensitive conversations. The concept of DINE! is that I will organize a one-time, small lunch with just 4-5 people where I will invite people who are different from me (different in any way...race, religion, gender, background, culture, upbringing...). At lunch, we will openly share our backgrounds and the lens through which we view life. This is casual, everyone-pays-for themselves, and a great way to network and learn about each other on a deeper level.

I really like this idea, so I'm going to organize a DINE! lunch and I am inviting you to be part of it.

If this lunch sounds good to you, I will look for a date that works for all invited guests. I am looking forward to a great conversation – and perhaps everyone at the lunch will be inspired to host a similar DINE! event as well to keep the grassroots initiative going!

Step Two

Once you sit down to lunch, remind everyone why you are there. The goal is to create a welcoming, inclusive space where people feel safe to share. Encourage everyone to leave their judgments and biases behind (we all have them!) and simply seek to listen and understand others' experiences.

You may wish to go first to share your story to set the pace and the tone. What should you share? Whatever you are comfortable with regarding your background and how you see the world. You may want to give some insights into challenges you have had and what you have done to overcome them.

After each person shares, encourage some follow up with questions such as "what was that like?" or "what was most challenging about that situation?"

If time remains, you may wish to talk about Randall's speech.

- Did you see Randall's keynote speech at the ERG conference? Did his comments resonate with you? Why or why not?
- Do you think what is happening in our communities is impacting our workplace? How?
- Randall talked about taking our approach to diversity and inclusion to our communities. How do you think we can do that?

<http://insider.web.att.com/s/editorial.dll?pnum=1&bfromind=996&eeid=8192468& sitecat=1647&dcatid=0&eetype=article&render=y&ac=0& lid=300& Inm=empnet+home+storylink>

Step Three

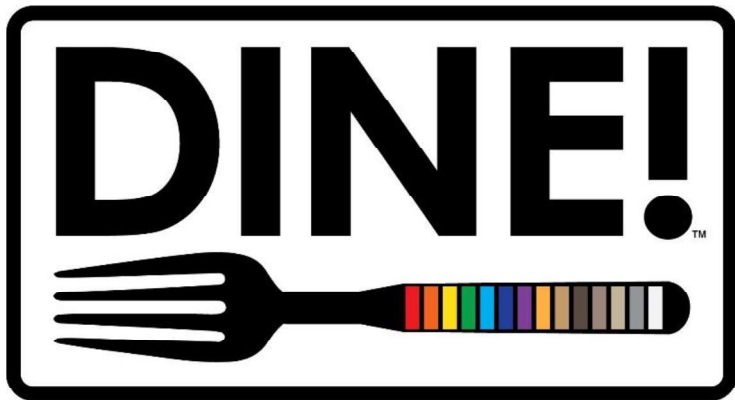
Take a selfie and send it to DINE@att.com.

Step Four

Encourage the participants at your DINE! lunch to host their own. Feel free to pass along this users' guide.

Although this is a one-time lunch, see if there is an appetite (no pun intended) to gather this same group together for another *DINE!* lunch down the road to stay in contact and learn more about one another.





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