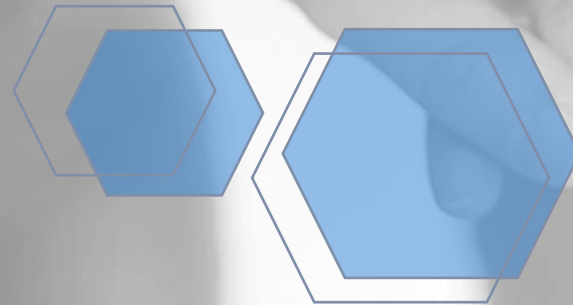




COURAGEOUS CONVERSATIONS

Value Diversity & Advance Inclusion



OFFICE OF
**DIVERSITY &
INCLUSION**

TIMELINE

- **Building Bridges – Conversations of Understanding**
 - Employee forums conducted immediately after killing of George Floyd
 - Facilitated by **BUILD ERG (Blacks United in Leadership & Development Employee Resource Group)** and **ODI (Office of Diversity and Inclusion)**
 - 12 sessions with over 2100 attendees, open to all employees
- **D&I Playbook – Courageous Conversations**
 - Resource guide for leaders to locally host open forums for employees beyond Building Bridges
 - Multiple 30-minute virtual train the trainer sessions conducted for all managers on how to use the Playbook, tips to facilitate discussions, scheduling meetings, FAQs and resources
- **Courageous Conversations Debrief Sessions with Managers**

PLAYBOOK FOR MANAGERS COURAGEOUS CONVERSATIONS



- Playbook and resource guide for leaders
- Background and Timeline of Current Events
 - How did we get here?
- Structure for meetings and discussions
 - Before, During and After
- Guided facilitation
 - Understand, Ask, Say, Do
- Courageous Conversations
 - Understanding D&I
 - Discussing Race at Work
 - Being an Ally
- Resources – books, videos, articles

We have developed this D&I playbook as a resource and guide for leaders as they engage in courageous conversations with their employees about the significance of race, diversity and inclusion and its impact on our employees and our workplace. Discussions about race, racism and racial inequality are sensitive topics that must be approached with great care and concern.

We acknowledge that conversations about race and diversity are hard. They are uniquely personal and often-times uncomfortable. Often, just starting the conversation is the hardest part as these are not topics that we speak about regularly and openly. That notwithstanding, as leaders, we have an obligation to have bold and courageous conversations that set the tone for a workplace that values diversity and supports inclusion. A workplace where every employee truly feels heard, seen and valued for their unique contributions. Con Edison is committed to fostering a workplace of inclusion and respect for all.

OBJECTIVE FOR THE SESSION

- Engage in courageous conversations about the significance of race, diversity and inclusion
- Create a safe space to truly listen and hear from one another
- Embrace the discomfort and be willing to better understand the other person's viewpoints
- Understand how your own experience, because of your race and background, will shape what you bring to and take from the conversation