

Breakout Room 1.1



11:15 - 12:30

5

CONNECTING CARDS: A PRACTICAL TOOL TO CONFRONTING BIAS

MODERATOR: PATRICK VAN ROSMALEN (He/Him)

Global Inclusion and Diversity Senior Manager

Pride at Accenture



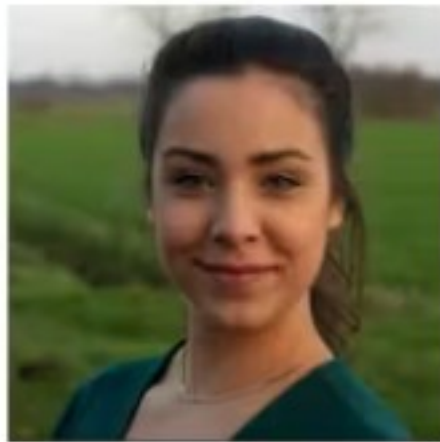
Patrick van Rosmalen
(he/him)

accenture



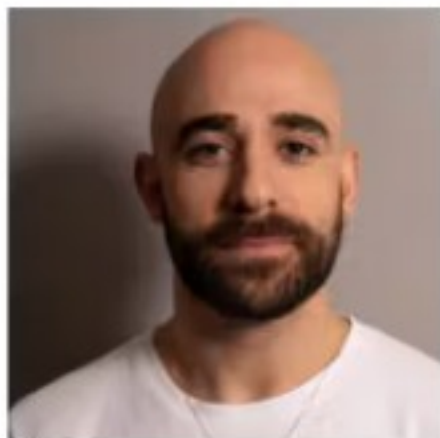
Marinka Sybesma
(she/her)

accenture



Sophie Sadek
(she/her)

Schiphol



Gian Battista Marci
(he/him)

Schiphol

Introduction

Accenture x Schiphol





Schiphol
Group

DE&I Games Schiphol

- Born to facilitate the 'difficult conversations'
- Made by the DE&I board and its 6 dimensions
- Launched during Diversity Day 2023
- Includes 3 games

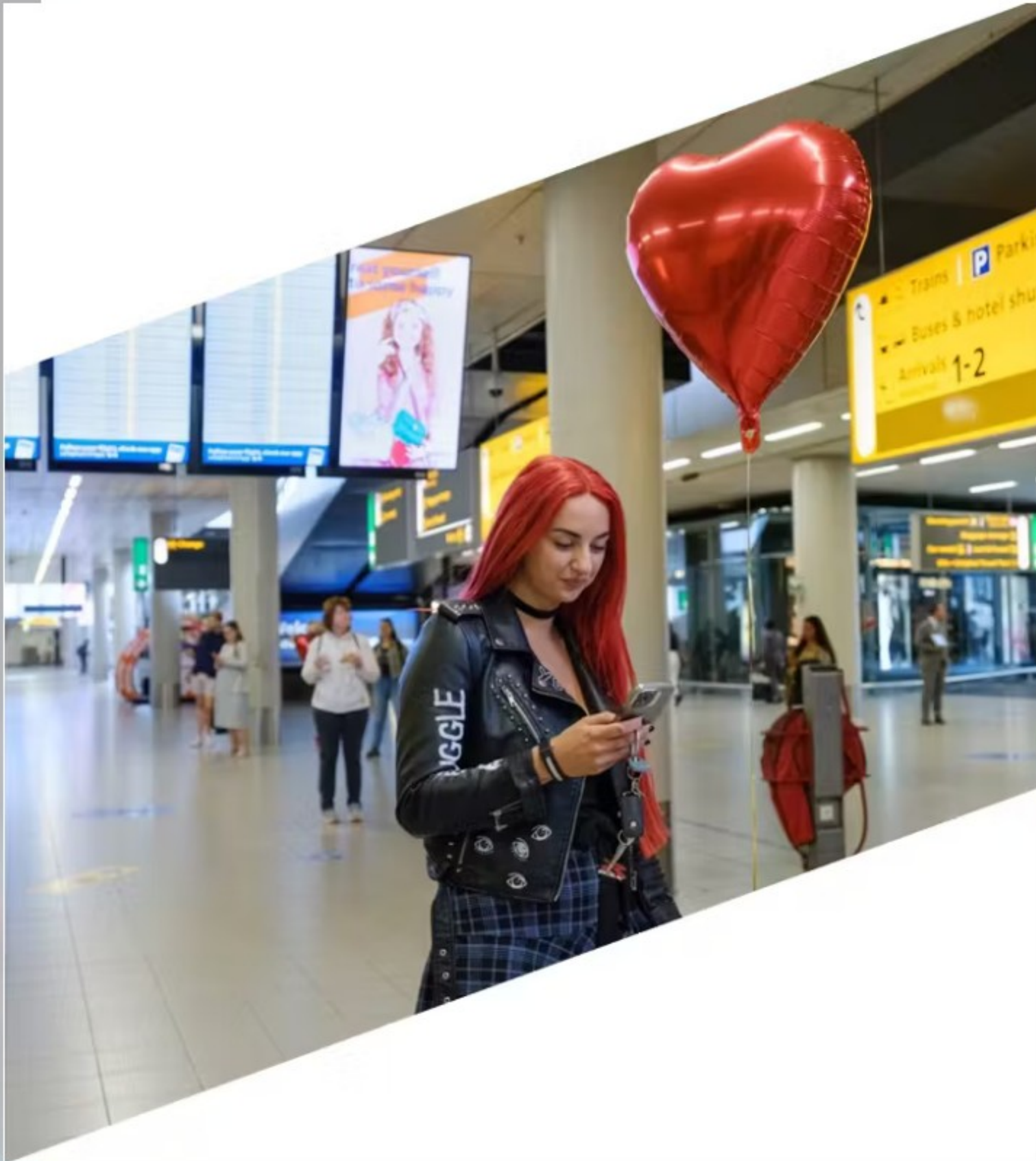




Statements

- Can be played in large groups
- Promotes discussion
- No right or wrong
- Easy warm up exercise to spark the conversation





Quiz

- Requires a bit more knowledge
- Ideal for smaller groups/teams
- Can be tailored to the needs of the team
- Adds the game-factor to the session



Accenture: Connecting cards without limits

- Act with courage to change
- Starting the conversation & learning in a safe space
- Connect for all levels
- Open for everyone internally and externally

<https://accentureoperations.storied.co/connecting-without-limits/>






Let's get started!

What do you already know?



I find it difficult to talk about diversity, equity and inclusion with my colleagues



An illustration of many hands of various skin tones and ages stacked together in a circle, symbolizing diversity and unity. The hands are wearing various accessories like watches, bracelets, and rings. The background is a light, neutral color.

**Stimulating diversity, equity and inclusion
should be part of the evaluation of managers**

Fully agree

Somewhat
agree

Neutral

Somewhat
disagree

Fully
disagree



An aerial photograph of a large crowd of people participating in a Pride parade. A massive rainbow flag is being held up by many people in the center of the street. The crowd is diverse in age and appearance, and some are wearing rainbow-themed clothing. The street is paved, and there are buildings and a blue metal fence visible on the right side. The overall atmosphere is festive and celebratory.

The company you work for must actively conduct campaigns and organise events to increase awareness of LGBTQI+ inclusion

Fully agree

Somewhat agree

Neutral

Somewhat disagree

Fully disagree



Since which year is homosexual contact between people under the age of 21 and people over the age of 21 no longer criminalised in the Netherlands?



What is the percentage of people that have intersex traits?



When is Coming Out Day?



LGBTQI+ youth are more likely to have attempted suicide compared to heterosexual youth.



True



False



On average, what percentage more applications should a bi-cultural candidate send compared to 'western'-looking candidates to get invited?

0

✓ 30

50

Accepted answers:

27 - 33





Let's play!

Divide in groups



Recap & *What are you doing different tomorrow?*



Feedback

0 responses



Key Takeaways

- Gamification is a low threshold way to spark the ‘difficult conversations’
 - Whether online or a real life version, it helps to get discussions going and create mutual understanding
- Adjust the game level to the (knowledge) level of your audience
 - Prepare your game (questions) to the level of the audience, make sure to mix up ‘easy’ questions with more ‘challenging’ topics, to enhance the learning experience
 - Facilitation is key: the facilitator should have some level of knowledge of DEI and the topics being discussed
 - If possible, add some examples of situations of the topic and share best practices from a role model (can be done by the facilitator as well)
- Have fun!
 - DEI can be a ‘tough’ topic, lots of terminology. Get active and switch it up – make the content come to life and find the words that fit your company’s culture
 - When you host the games in an offline setting, it can be fun to have people answer the questions by physically taking a stance on the topics by moving through the room. Movement = energy and inspiration to think!

