5

CONNECTING CARDS: A PRACTICAL TOOL TO CONFRONTING BIAS

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Introduction

Accenture x Schiphol
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.
Stimulating diversity, equity and inclusion should be part of the evaluation of managers.
The company you work for must actively conduct campaigns and organise events to increase awareness of LGBTQI+ inclusion.
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?

- 1971: ✓
- 1911: ❌
- 1950: ❌
- 2001: ❌
What is the percentage of people that have intersex traits?

3.2  2.4  1.7  1.3  1.9
When is Coming Out Day?

- 31 March
- 1 June
- 17 May
- 10 October
- 1 December

The correct date is 10 October.
LGBTQI+ youth are more likely to have attempted suicide compared to heterosexual youth.
On average, what percentage more applications should a bi-cultural candidate send compared to ‘western’-looking candidates to get invited?
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!