

TOOLKIT: Conversation Guide, EDI Content Hub

Use this toolkit to encourage your team to understand lived experiences through the EDI Content Hub

Audience: Team Leaders (E.g. Managers / Executives / Coaches)

Purpose: The purpose of this toolkit is to help leaders have conversations with team members around understanding different lived experiences, leveraging videos they have seen on the [EDI Content Hub](#). Learning about other people's experiences helps individuals gain a perspective and understanding of challenges/barriers others have encountered, reducing stereotyping and bias to create a more inclusive environment.

Focus: EDI Content Hub can be accessed at <https://edicontenthub.ecb.co.uk/> using the following login details:

Username: EDI_Education

Password: RaisingtheGame2022!

How to use it:

1. Set up or repurpose a team meeting to discuss learnings from the EDI Content Hub
2. Give yourself and the team a week or so to watch, and reflect on, a video (either preselected or any video of their choice)
3. Before the meeting, review the conversation guide and be prepared to answer the questions on the video you watched
4. During the meeting, quickly share your feedback/reflections first, and then go around the room, using the questions in the guide to ask others to share their reflections
5. After the meeting, ask your team for feedback on the session and if there are any volunteers to 'host' next
6. Set up another team meeting to repeat the exercise, aiming to set a monthly or quarterly cadence



CONVERSATION GUIDE

- What video did you watch, and what lived experience did it feature?
- How did it make you feel?
 - Was there anything that surprised you?
 - Was there anything that was familiar to you?
- What did you learn that was new?
- Is there anything you are going to do differently in your personal or professional life after watching it?
- Is there anything you suggest the team does differently after watching it?
- What can we do as a team to continue to hear different lived experiences?



TOP FACILITATION TIPS

- **Repurpose existing meetings** to have these conversations. This will signal to your team that EDI conversations are a part of their existing role, as opposed to an additional responsibility.
- Don't feel that you need to go through all of the questions linearly - **conversations are often fluid** – see where the discussion takes you.
- **Change who 'hosts' the session** each time. Equip them with the conversation starters and allow them to tailor it as they see fit.
- **Be candid and show vulnerability** about your own learnings. This will create a safe space for your team to share their thoughts openly.
- If there are other questions that you would like to ask, go for it! **Avoid leading questions** or questions that target any individuals specifically.
- **Share the questions in advance** if you feel that people would benefit from them while they are reflecting on what they are watching.

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DRAFT INVITE / EMAIL

To: [your team]

Subject: EDI Content Hub – conversations about lived experiences

Hi all,

As you all hopefully know, we now have access to the EDI Content Hub – a fantastic platform that hosts videos of different people’s lived experiences across a range of EDI topics (with some voices from across cricket!) and hosts additional resources for further learning. To shed a spotlight on this platform and the importance of hearing from different voices, I’m setting up some focused time for us to discuss some personal and professional takeaways from watching the videos.

The ask:

- Watch [insert specific video title here] video / watch a video interesting to you on the EDI Content Hub – accessed at <https://edicontenthub.ecb.co.uk/> using the following login details:

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- Reflect on the video(s) – what surprised you? What did you learn? How did you feel? Is there anything we could be doing differently?
- Share back your reflections during our scheduled time

Hopefully, we can start to make conversations like this a regular part of our agendas / meeting cadence.

Thanks,

A photograph of a man in a wheelchair on a cricket field. The man is wearing a blue cap, glasses, and a grey t-shirt. He is smiling and pointing towards the camera. He is holding a cricket bat. The wheelchair is labeled 'GENIE'. In the background, another player in a blue and red cricket uniform is standing. The scene is outdoors on a grassy field with trees in the distance. The image has a light blue tint.

THANK YOU

RAISING
THE GAME