

Goals for IDI pairs:

1. Ground the learning we do as a full staff in the seminar sessions.
2. Keep the material and your own intercultural development goals more front of mind.
3. Provide an avenue to apply the knowledge we are gaining to your own organizational work.

Suggested guidelines to support your interactions:

- Be fully present with your heart and head.
- Listen to understand compassionately. Speak to be understood with compassion.
- Speak your truth.
- Lean into discomfort.
- Embrace complicity and paradox.
- Assume good intent of each other and be aware of your impact.
- Seek intentional learning, not perfection for yourself or your buddy.
- Commit to ongoing development and continuous learning.
- Avoid assumptions. For example, remember that the same IDI profile might mean different things based on people's multiple identities and context.
- Apply the learning to yourself and your role in the organization.
- Respect confidentiality---what is said between you, stays between you. Carry forth your learning back to work with your teams.
- Take risks and gauge your own level of participation.

Initial questions to help guide your beginning conversations:

- If comfortable, share a bit about the individual intercultural development goal(s) you are working on, what you have learned thus far and what you find challenging.
- What are you noticing in the world around you as you think about your own learning?
- What are some of the questions you are thinking about regarding what it means for your team to bring an "equity lens" to its procedures, strategies and desired outcomes?
- What ideas do you have about how we can incorporate this learning into the work of your team?