

Bridging Differences

Learn

- Learn about your culture and others'
- Expand your activities
- Explore your own biases
- Challenge your own assumptions
- Realize that being uncomfortable can be part of learning

Discuss:

- What practices help you step into someone else's shoes?

Pause

- Breathe deeply/slowly to center yourself
- Be intellectually humble
- Stay flexible
- Practice compassion for self and others
- Ask yourself if you are willing to change your viewpoint & actions

Discuss:

- Share a time that you connected with someone very different from you.

Listen

- Be curious & assume good intentions
- Show interest/empathy
- Identify common goals
- Understand the other person's values/opinion
- Focus on understanding rather than on sharing or persuading

Discuss:

- Share the values that guide you in your life.



Closing: Bridging Differences

“Building a bridge requires the help of other people. It is an active process involving connections, bonding, and collaboration; working together, we build a newer and richer mutual understanding.”

~Lisa Fain

Arboretum Spring Stock photo from JMU Creative Media



Resources: *Bridging Differences*

LinkedIn Learning

- Bridging Differences with Empathy (~ 3 minutes)
<https://www.linkedin.com/learning/search?keywords=bridging%20differences%20with%20empathy&u=50844473>
- Leading Your Org on a Journey of Allyship (~ 28 minutes)
<https://www.linkedin.com/learning/leading-your-org-on-a-journey-of-allyship/introduction-to-allyship?u=50844473>
- Skills for Inclusive Conversations (~53 minutes)
<https://www.linkedin.com/learning/skills-for-inclusive-conversations/the-need-for-inclusive-conversations?u=50844473>
- Tips for managing across cultures (~ 5 minutes)
<https://www.linkedin.com/learning/search?keywords=bridging%20differences&u=50844473>

Online Sources

- 8 Keys to Bridging Our Differences
https://greatergood.berkeley.edu/article/item/eight_keys_to_bridging_our_differencesSix_Techniques_to_Help_You_Bridge_Differences
- 6 Techniques to Help You Bridge Differences
https://greatergood.berkeley.edu/article/item/six_techniques_to_help_you_bridge_differences



More Resources: *Bridging Differences*

More Online Sources

- Bridging Differences Playbook
https://greatergood.berkeley.edu/images/uploads/Bridging_Differences_Playbook-Final.pdf
- Three Ways White People Can Support Antiracism at Work
<https://www.yesmagazine.org/social-justice/2021/02/05/how-to-support-black-coworkers/>

JMU Talent Development Resource Collection Books

- *Appreciative Inquiry: Change at the Speed of Imagination* ©2011 by Jane Magruder Watkins, Bernard Mohr, & Ralph Kelly
- *Belonging at Work: Everyday Actions You Can Take to Cultivate an Inclusive Organization* ©2018 by Rhodes Perry, MPA
- *How the Way We Talk Can Change the Way We Work* ©2001 by Robert Kegan & Lisa Laskow Lahey
- *Servant Leadership: a Journey into the Nature of Legitimate Power & Greatness* ©2002 by Robert K. Greenleaf
- *Staying with Conflict: A Strategic Approach to Ongoing Disputes* ©2009 by Bernard Mayer

