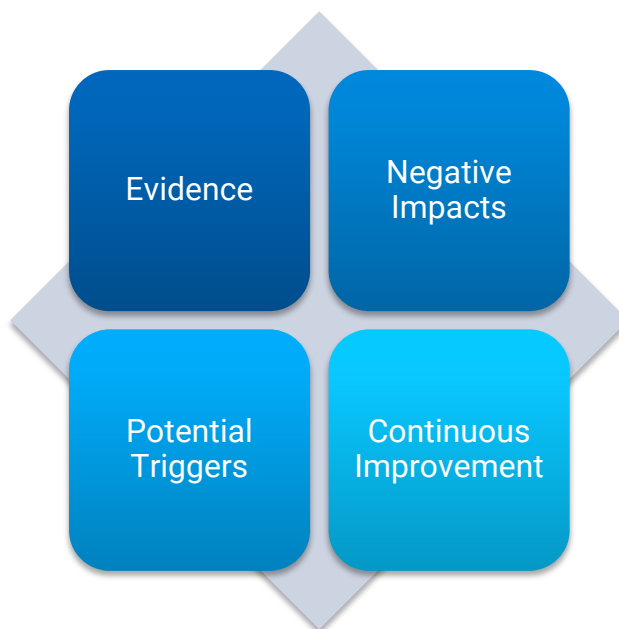




FOUR KEY QUESTIONS TO ASK DIVERSITY AND INCLUSION TRAINERS AND CONSULTANTS



ASK ABOUT THE EVIDENCE

- How do you make your training/recommendations consistent with the scientific evidence? How do you translate the scientific evidence into your practice?
- Who is involved in the process and what are their qualifications?
- What challenges have you experienced?

ASK ABOUT POTENTIAL TRIGGERS

- How do you avoid triggering stereotype (i.e. social identity) threat in different climates (i.e. employees, patients, clients, students)?
- How do you ensure that your trainings & interventions minimize anxiety and stress in participants?

ASK ABOUT POSSIBLE NEGATIVE IMPACTS

- What are some potential unintended negative consequences of your approach/recommendations and how do you prevent them?

ASK ABOUT CONTINUOUS IMPROVEMENT

- How often do you revise or update your approach in response to new evidence?



WHY IS IT IMPORTANT TO ASK THESE QUESTIONS?

There is a robust body of scientific evidence on the effectiveness and **possible unintended negative impacts** associated with various intervention strategies. It is not just a matter of wasting resources on ineffective approaches, but also identifying the potential for unintended negative effects. New studies emerge regularly that advance our understanding of diversity and inclusion.

