

EPISODE

REPRESENTATION

WITH

TREVOR NOAH

LAT*

LONG ASS TABLE TALKS



PRESENTED BY **Expensify**

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Discussion Questions

The title of the episode is representation.

What topics, themes, and concepts stood out the most to you?

Trevor talked a lot about the power of representation.

What does representation mean to you and how do you think it adds value to our work and business?

Joanie made the point that we, as a community, all benefit from representation and equity.

How can the implementation of equity based practices and increased representation make a positive change in our company?

Puneet brings up the concept of how teaching a man to fish would be really difficult without a fishing rod.

What are examples of how you have been helped in your life? What impact does that have on you today?

Trevor discussed how fear of racial reckoning can often push people away from the DEI conversation.

How can we continue creating psychologically safe environments to discuss these important topics?

What are some proposed solutions to improving diversity representation in our company?

Rules for Engagement¹

Speak with **INTENTION**

Noting what has relevance to the conversation

Listen with **ATTENTION**

Respectful of the learning process for everyone.

TEND to the well-being of the group

Remaining aware of the impact of our contributions.

Terminology²⁻³

DIVERSITY a range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values, national origin, and political beliefs.

EQUITY the quality of being fair and impartial by recognizing the unique needs of diverse people and making accommodations to meet them. It is about each of us getting what we need to survive or succeed—access to opportunity, networks, and resources—based on where we are and where we want to go.

INCLUSION the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate —where inherent worth and dignity of all people are recognized.

REPRESENTATION visible presence of diverse identities, perspectives, and ideas in a variety of companies, industries, and communities.

CANCEL CULTURE the phenomenon or practice of publicly rejecting, boycotting, or ending support for particular people or groups because of their socially or morally unacceptable views or actions.

APARTHEID a system of institutionalized racial segregation that existed in South Africa and South West Africa from 1948 until the early 1990's.

HOMOGENEOUS composition from the like parts, elements, or characteristics especially used to refer to the state of a society, culture, or situation that lacks variety or diversity.

DISABILITY any condition of the body or mind (impairment) that makes it more difficult for the person with the condition to do certain activities (activity limitation) and interact with the world around them.

1. Saad, Layla F., and Robin DiAngelo. *Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor*. Thorndike Press, a Part of Gale, a Cengage Company, 2020.

2. "Diversity, Equity and Inclusion Glossary." College of the Environment, University of Washington.

3. Keleher, Terry. "Race Equity and Inclusion Action Guide." The Annie E. Casey Foundation, 2014."