

DEI Courageous Conversation Template



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We encourage you to utilize this template to email leaders at the companies you work at, donate to, and partner with. If you use the template as is, edit the highlighted areas.

Subject: Diversity, Equity, & Inclusion Inquiry

Dear _____,

I hope you are doing well. I know the last few weeks have been difficult for many due to the death of George Floyd and the increased conversations about systemic injustices and police brutality.

One of the ways I'm trying to help foster change in the current climate is by asking questions and having courageous conversations with my network. Because I am an **employee/donor/partner/stakeholder** of _____, I want to do everything I can to help diversity, equity, and inclusion be topics that are valued and a continual part of strategic conversations.

Ask a question (*additional prompts below): I would like to respectfully ask what activities does _____ participate in related to diversity, equity, and inclusion?

I enjoy being an **employee/donor/partner/stakeholder** of _____. I look forward to hearing back from you and having more conversations about this topic. Thank you for your time.

Warm regards,

[First Name, Last Name]

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*Additional Question Prompts:

- Is [redacted] going to make a statement speaking out against the death of George, police brutality, and systemic injustices?
- Will the [redacted] staff and board participate in diversity, equity, and inclusion training this year?
- I think that training would be extremely beneficial for all of the employees at [redacted]. Can we schedule an unconscious bias training for employees to participate in?
- I think forming a diversity, equity, and inclusion working group at [redacted]. Can we schedule a conversation to talk more about it?
- Will [redacted] provide a forum where staff and board members can have a courageous conversation about racism in America?

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- If you utilize this resource and it is beneficial to you, please let us know!
 - If your company needs help with your DEI leadership journey, request our executive press kit to learn more about our engagement opportunities.
 - Go to ifollowtheleader.com for additional diversity, equity, and inclusion/ leadership resources, including the DEI checklist, actionable steps to help you on your personal/professional DEI journey, #CELEBRATEDEI profiles and more.