Dave: The OneIT DEI Committee and the OneIT Belonging Committee today will share two different versions of a conversation between two people who are meeting for the first time. Listen closely to see if you can spot any differences between the first and the second conversation.

Remember that cart transcriptions are available online in zoom and here in the room.

Giang: Hi, my name is Giang Rudderham and this is my first week at the University of Iowa. This is my first tech forum, I'm excited to be here but I don't know anyone.

Jose: Hi, my name is Jose Jimenez and I've been on campus for ever, in case you can't tell. How's your first week been?

Giang: It's been crazy, I've had so much stuff to learn and I'm not sure I'm keeping up the way I should.

Jose: The first few weeks are always more stressful. You're young, I'm sure you'll get the hang of it.

Giang: Thank you. I haven’t been in this building before, do you know where the elevators are?

Jose: I don’t think we’ll need them, there is a stairwell just outside the room and down the hall. If we have to go anywhere it will likely be just one floor up or down. I’ll show you.

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Dave: We just heard the beginning of one conversation between Jose and Giang. Let's rewind the clock, and hear a different version of the same conversation. Listen closely to see if you can spot any differences between the first and second conversation.

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Jose: Hi, my name is Jose, my pronouns are he/him/his and I don’t remember us meeting before.

Giang: No, I don’t think we have. My name is Giang Rudderham and this is my first week on the job.

Jose: Welcome to the University and your first Tech Forum!How has your first week been?

Giang: It has been a bit much. I have had so much information shared with me and it is really hard to keep up.

Jose: The first few weeks are always stressful. I can tell you my first few weeks were too. But here I am years later.

Giang: Thank you. It is good to meet someone that I can chat with about what it’s been like so far.

Jose: Sure thing. Feel free to send me an email if you like and I’d be happy to check in with you to see how things are going. Or, if you like, I can email you, since you have so much to keep up with.

Jose: Since this is your first time at Tech Forum it might also be your first time in the building. I can tell you where the facilities are, the elevator, or stairs. Just let me know what you need and I’ll be happy to help.

Giang: Thank you! I really appreciate that. It's always good to have someone to talk to when you're new. I'll be sure to reach out if I have any questions!

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Dave: Reflecting back on these two conversations, there are three things we wanted to call out that are different between the two versions:

\* First, Jose, who has been on campus longer spoke first, after noticing someone new. It might have just been someone he hadn't worked with before or, it could be someone who is new to Iowa. In the second conversation, Jose took steps to Initiate the discussion and reached out to someone he did not know.

\* Second Giang, the new employee did not use the word crazy in the second conversation. This word is often used to describe a stressful situation, but can also reveal an unconscious bias.

\* Third, Jose offered to have Giang contact him again, or he could contact Giang himself if that was ok with her. In the second conversation, Jose was taking steps to Invest in the conversation and the beginning of a new connection.

There are certainly other differences between the two conversations. But the critical thing here is that the second conversation was more welcoming and inclusive. It might not be your first week at Iowa, or your tenth year, but having good conversations is a way to build relationships and stay connected to your community of IT professionals and others at Iowa.

If you want to connect with other OneIT professionals you may not encounter on a daily basis, contact the OneIT Belonging team to be added to the list of OneIT conversation partners.

If you want to join us in discussions about the differences between these conversations and learn more about how to be more inclusive to others, feel free to join one of the DEI coffee chats hosted monthly by the OneIT-DEI committee. You can also checkout the DEI channel under the IT Water Cooler team in Teams.

Lastly, At the next break or at lunch, we encourage you to reach out to others at Tech Forum that you haven’t talked with before, and introduce yourself. After introducing yourself, you could ask where they work at the university, how they are finding Tech Forum, what things they enjoy doing outside of work, or anything else that comes to mind.