

COPING WITH THE IMPACT OF RACIAL INJUSTICE

Discussion Guide: Advancing the Dialogue

The attached discussion guide has been prepared by VisionSpring, Inc.* as a companion to *Coping with the Impact of Racial Injustice*, the on-demand webcast created by Cigna EAP.

This set of discussion questions is available for use by Cigna client companies who would like to facilitate their own group discussions in response to the webcast content. It is recommended that the facilitator be someone from your Diversity & Inclusion team, HR or a manager with facilitation skills.

There are two ways to plan the session:

- › Participants can view the on-demand webcast together as a lead-in to the discussion; or
- › The webcast link can be provided in advance and participants can be asked to view the webcast prior to the scheduled discussion.

To promote the on-demand webcast itself:

Coping with the Impact of Racial Injustice: Violent acts of racial injustice can shake the core of our humanity and trigger many emotions. We'll share strategies for maintaining our well-being as we try to process what we're experiencing.

The on-demand hyperlink used above is: www.webcasts.com/ImpactOfRacialInjustice-Cigna

Additional information is provided within the Guide itself.

*VisionSpring, Inc. is a diversity and inclusion strategic consulting firm offering a full set of resources to enable companies to advance diversity and inclusion to drive results. Cigna Corporation is among the firm's many national clients.

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Advancing the Dialogue



Coping with the Impact of Racial Injustice Discussion Guide

Introduction

What is the Coping with the Impact of Racial Injustice Discussion Guide?

The Coping with the Impact of Racial Injustice Discussion Guide is a set of discussion questions that teams can use to further discuss their thoughts and feelings following Cigna's webcast on Coping with the Impact of Racial Injustice.

Who is it designed for?

The Guide is designed for leaders, managers and their teams as a way to further discuss how to cope with the impact of racial injustice. Some facilitation skill is required to lead a successful conversation.

How can you use it?

This discussion should be hosted after everyone has had the opportunity to watch Cigna's webcast (www.webcasts.com/ImpactOfRacialInjustice-Cigna).

This exercise can be effectively executed in 15 - 20 minutes.

Coping with the Impact of Racial Injustice Discussion Guide: Facilitator Prep

INSTRUCTIONS

Event Title	Coping with the Impact of Racial Injustice Discussion Guide
Pre-Prep	Select date and time to host conversation.
Pre-Prep	Determine participant list and invite participants.
Pre- Prep	Make sure all participants have had the opportunity to watch Cigna's Webcast (www.webcasts.com/ImpactOfRacialInjustice-Cigna)
Pre-Prep	Review the Discussion Guide to prep for your meeting.
20 minutes	Host Discussion
	Opening remarks <ul style="list-style-type: none">• Provide overview of discussion• Share your thoughts on the webcast
	Use the dialogue questions below to engage participants in interactive discussion.

DIALOGUE QUESTIONS

1. What does racial injustice mean to you? What emotions have surfaced for you after watching this webcast? How are you feeling?
2. What are your biggest concerns?
3. There were several tips shared about coping. Have you tried any of these? What has worked well for you?
4. A question posed during the webcast was *How can I respond to injustice in a meaningful way?* Has anyone given thought to this question and would be willing to share?
5. How can we as an organization respond to injustice in a meaningful way?
6. How can we better support our employees?
7. Has this conversation changed your perspective in anyway?



Facilitator Tools

1. Review question before the discussion and come prepared to share your own examples if the conversation is slow to start.
2. You might consider setting ground rules at the start of the meeting to ensure that the conversation remains respectful and productive.
3. Invite participants to share their thoughts and opinions but do not force anyone to answer the questions.
4. We are discussing a topic that evokes real emotion - be mindful of body language and encourage participants to share how they are feeling.
5. Remember as a facilitator your role is to facilitate versus trying to influence the conversation. Listen empathetically and avoid casting judgement.