

SRE NETWORK EXECUTIVE SYMPOSIUM

Go Slow to Go Fast Pairs Protocol

Go Slow to Go Fast - Pairs Protocol	
<p>Step One (2 min) <i>Done individually, quietly.</i></p> <p>Write down a challenge* that has recently arisen for you / your work in the context of safety, respect, and/or equity. (*if you are stuck, there are sample challenges on the bottom of this worksheet)</p>	<p>Your Challenge:</p>
<p>Step Two (5 min each, 10 min total)</p> <ol style="list-style-type: none">1. What is the problem that you are addressing?2. Where were you when you first noticed / observed this problem?3. Who else was there?4. How did it feel when you observed it?5. What did you do as a result?	

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Step Three (5 min each, 10 min total)

Ask your partner to get more specific.

Take turns, partner asks, but does not offer counsel.

1. *Why is this a problem?*
2. *Why is this a problem?*
3. *Why is this a problem?*
4. *Why is this a problem?*
5. *Ok, but WHY?*

Your Answers:

Step Four (5 min each, 10 min total)

Ask your partner WHO might be affected by this?

1. *Restate the problem/issue as you now understand it (how specific can you get?)*
2. *Who are all the groups of people (audiences) affected by this problem? (generate as many as possible, yes AND)*
3. *Ok, pick ONE audience to focus on*

Your Refined Challenge:

Step Five - Getting Ready to Go Deeper (5 min each, 10 min total)

1. *How might you gain empathy for the people affected?*
2. *What might be the impact of your presence? (How might you get around that - if it's a problem?)*
3. *What skills, resources, expertise, connections do you need?*
4. *Who else can help? (Thank goodness for this Network)*

***Sample Challenges:**

1. An employee at our small non-profit is about to take parental leave, and we realize our policy is outdated.
2. An employee has experienced harm from inappropriate comments from a board member and none of the senior team knows how to respond or what the next steps should be.
3. As the CEO of a gender-focused organization, I am often left out of national conversations because we are seen as too niche.
4. A board member has just insisted that we remove all gender pronouns in emails and websites.
5. We are putting together a security task force to advise our organization and all of the participants are men. We can't find any women who have the expertise we need and this is a timely and vital mandate from our board.
6. Expanding the diversity of our board members was such a priority two years ago, now I am having a hard time getting other board members to invest energy in identifying women, people of color or LGBTQ people.
7. The candidate pool for our new CEO is entirely men - should I be doing something to get more diverse candidates? What if women just don't want this job?
8. I had my first experience advocating for safety, respect and equity as a philanthropic priority and had a hard time articulating how it relates to our foundation's overarching mission.
9. One of our pregnant staff members approached her supervisor, upset that the mandatory staff retreat is being held in a state where abortion is illegal. She expressed fear about potential medical risks and says she does not feel safe attending.
10. An employee is expecting a raise that would put them outside of our approved salary bands. We know this is an equity best practice but do not want to lose them.