



Group Discussion

- 1. What were some of the messages you heard in the video related to courage and inclusion?**

- 2. Kipp stated he is intentional about incorporating people that look like Skylar in everyday life, from books she reads to people they spend time with. Why is representation important in the workforce?**

- 3. Kipp and his wife, Nikki, try to model their behaviors in the way they communicate to one another and to their children. Modeling is one way in which behavior is learned. What are some ways we can model positive behaviors in the workplace?

- 4. Kipp mentions that they are a 'transracial' family. 'Transracial' adoption may be a new term to some. Transracial adoption, or interracial adoption, happens when an adoptive family of one racial background adopts a child from another racial background. In other words, it is the merging of racial experiences and cultures within the adoption process.

Was this term new to you? What is your experience, if any, with transracial families?

- 5. Kipp mentions that he and his wife Nikki ask each other challenging questions and force each other to have awkward conversations in order for them both to improve.

How have awkward conversations helped you grow – either personally or professionally?
