




Lesson 19: Hope Matters


 **Opening Thought:** Hope is not passive. It's the fuel that keeps us moving toward change, even when the work is hard.

 **Reflection:** Look back on your journey through this program.


- What was your biggest takeaway?
- What challenged you the most?
- What gives you hope for the future of your workplace or industry?

 **Activity: My DEI Wins.** Write down 3 wins (big or small) you've had during this program. These could be personal insights, actions you've taken, or changes you've noticed.

				
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 **Case Inspiration:** True change doesn't happen overnight. It grows from consistent actions, small shifts, and leaders who stay committed. Every step matters — including yours. Think about it like this:

- When you choose inclusive language, *someone feels respected.*
- When you challenge a biased comment, *someone feels seen.*
- When you mentor or uplift a colleague, *someone feels valued.*

 One action may feel small in the moment, but together these actions create a **culture shift** — one conversation, one policy, one choice at a time. Hope matters because it fuels the courage to keep going, even when progress feels slow.

Discussion Questions

- How has your perspective on DEI changed through this journey?
- What is one conversation you'll commit to having after this program?
- How can you encourage hope and resilience in others?

Action Step

One way I will carry this learning forward with hope is: