BRITISH COUNCIL

LearnEnglish

Listening: B1

A team meeting about diversity

Listen to a team meeting about diversity to practise and improve your listening skills.

Before listening

Do the preparation task first. Then listen to the audio and do the exercises.

Preparation task

Match the definitions (a–h) with the vocabulary (1–8).

Vocabulary	Definition
1. ..... a charter	a. when different people, things or ideas are included
2. ..... to promote	b. when you feel separate from others
3. ..... isolation	c. a document that describes the beliefs of a group
4. ..... diversity	d. to help something to happen
5. ..... to pay attention to	e. when everyone has the same rights and advantages
6. ..... equality	f. when people feel part of a group
7. ..... a venue	g. to think carefully about
8. ..... inclusion	h. a place where an event happens

Tasks

Task 1

Are the sentences true or false?

	Answer	
1. The team has grown and become more diverse in the past year.	True	False
2. Everyone in the team respects and values everyone else.	True	False
3. They're going to create a workplace charter to encourage diversity, equality and inclusion.	True	False
4. They're going to involve the whole team when creating the charter.	True	False
5. They have already run some successful workshops this year.	True	False
6. Nina has already shared some positive research.	True	False

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Task 2

Circle the best answer.

1. Stefano is going to ...
    a. talk to colleagues who feel isolated.
    b. look for a trainer who specialises in running diversity workshops.
    c. look for an unusual venue for the workshop and team-building event.

2. Brenda is going to ...
    a. talk to people about their different opinions.
    b. look for a trainer who specialises in running diversity workshops.
    c. look for an unusual venue to run the workshop and team-building event.

3. Nina is going to ...
    a. write the workplace charter before the workshop.
    b. also look for an unusual venue for the event.
    c. research other organisations and their diversity.

Discussion

How diverse is your workplace? How can diversity benefit your team?

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Transcript

Nina: As you know, our team has grown a lot in the past year and we feel we need to address the diversity in the team.

Brenda: How do you mean, 'address the diversity'?

Nina: Well, we all know that diversity in teams is a good thing, but it can also be a challenge for some people to respect and value people's differences. We've got a really diverse team here – people of different nationalities, backgrounds, religions, ages ... and sometimes I don't feel we make the most of this.

Stefano: Yes, and even if it isn't specifically challenging, many people are simply unaware of the isolation that some team members may feel because they are different.

Brenda: So, what does this mean? What are we going to do?

Nina: Well, we need to create a workplace charter. You know, one that promotes equality, diversity and inclusion.

Brenda: That sounds like a good idea. But will people just see it as something the management team has created? Maybe they won't even pay attention to it.

Nina: I know. That's why we're going to involve everyone in creating it.

Stefano: That's a good idea. We could run some workshops and get ideas from the employees about how we can create a more inclusive workplace.

Nina: Exactly. I was thinking that before that we could run some team-building sessions so they can experience the value of diversity for themselves.

Brenda: Yes, I like that. Many people see diversity as something negative, often because there are different opinions or ways of doing things.

Nina: Yes, I know, but if there's no diversity, then the risk is that we all work in the same way, think the same and see the world the same. This makes it hard to be creative and to innovate.

Stefano: I completely agree, Nina. OK. So, what do you want us to do?

Nina: Stefano, can you look for a successful trainer who specialises in running workshops and team-building sessions on diversity and inclusion?

Stefano: Sure. I'll be happy to.

Nina: And Brenda, can you find a fun venue? Somewhere that is quite diverse itself. Something that's not the usual seminar-style environment?

Brenda: Sure. That'll be fun.

Nina: And I'm going to do some further research into how other organisations are benefiting from their diversity. I can share this with the whole team.

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