

Home Team Time #1 (January 18, 2023: 1:40 p.m.–2:10 p.m. EST):

1. If applicable, complete introductions in your home team (name, title, and affiliation).
2. After introductions are completed (as applicable), please select a group facilitator for your home team to help keep your team on track during home team sessions throughout the Institute.
 - **Group facilitator role:** Read home team time prompts and facilitate activities and conversation. This will NOT include report-out responsibilities.
3. Discuss the Circle of Trust Activity.
 - **Reflection Prompts**
 - How did completing this activity make you feel?
 - Share ways that you could approach broadening your circles of trust or influence. Think outside of the box, including individuals you follow on social media, books you read, podcasts you listen to, movies/shows you watch, etc., in addition to individuals you interact with face-to-face or virtually.
 - After completing this activity and attending the day's sessions, consider small changes in your perspective.
 - Take 1 minute to reflect on your own and fill in this prompt: "I used to think... Now I think..."
 - Everyone please share your response as comfortable and wrap-up your discussion!
 - **Use the information below in your discussion.**

Affinity bias or ingroup bias, this tendency or preference for people like ourselves, is well-researched and common. In general, people extend greater trust, positive regard, cooperation, and empathy toward people who are similar. It may also manifest as an aversive tendency toward dissimilar individuals. While this is often not intentional, unconscious preferences for people like ourselves can cause us to favor those similar to us in professional and personal situations. (Learn more about affinity bias under The Circle of Trust activity [here](#).)

Home Team Time #2 (January 18, 2023: 4:15 p.m.–5:15 p.m. EST):

Goal: Complete an **Initial Analysis** and Begin **Idea Generation**

We recommend your team use this time to do an initial SWOC (strengths, weaknesses, opportunities, challenges) analysis and begin idea generation related to incorporating or enhancing EDI in the curriculum or assessment activities. As time allows, begin prioritizing your ideas.

See the EDI Institute Action Plan (housed on the event webpage) to help organize your thoughts. Focus on the Initial Analysis tool and the Idea Generation tool during this session.

Home Team Time #3 (January 19, 2023: 4:40 p.m.–5:30 p.m. EST):

Goal: Complete **Idea Generation**, **Idea Prioritization**, and the **Instructional Design Template**

We recommend your team use this time to continue idea generation and prioritization, culminating in an instructional design plan or plans related to incorporating or enhancing EDI in your curriculum or assessment activities. The goal is to produce one or more ideas that your home team would like to get feedback on during the Troika Consulting activity on Friday morning, Jan. 20th (tomorrow). Consider if your team would like to develop one idea and have all individuals present the same idea in different random Troika Consulting groups or if you would prefer to have different individuals on your team present different ideas to gain feedback on more than one idea. If you are a larger team (4+), we encourage you to consider presenting more than one idea across your team. Assign which team members will present which ideas tomorrow.

See the EDI Institute Action Plan (housed on the event webpage) to help organize your thoughts, focusing on the Idea Generation tool, the Idea Prioritization tool, and the Instructional Design Template to prepare for sharing your ideas in the Troika Consulting session.

Home Team Time #4 (January 20, 2023: 11:45 a.m.–12:15 p.m. EST):

Goal: Debrief from Troika Consulting and complete **Idea Refinement**

We recommend your team use this time to refine your ideas based on feedback you received during the Troika Consulting session. If you heard any presentations that inspired you, make note of any new ideas that you may want to pursue, as well.

See the EDI Institute Action Plan (housed on the event webpage) to utilize the Idea Refinement table to organize your thoughts and feedback.