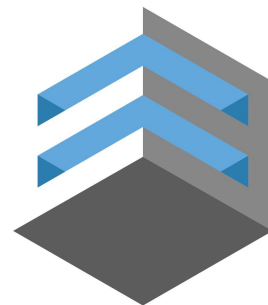


Englist.me



Vocabulary Builder Reference from...

Rosalind G. Brewer: How to foster true diversity and inclusion at work (and in your community) | TED Talk
https://www.ted.com/talks/rosalind_g_brewer_how_to_foster_true_diversity_and_inclusion_at_work_and_in_your_community

Advanced Words Only

IMPORTANT

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Session 1: Word List

brew

v. to make beer or tea by mixing a substance with hot water

synonym: make, prepare

(1) **brew** a cup of tea, (2) **brew** beer

I am going to **brew** some coffee this morning.

reckon

v. to think or believe something

synonym: regard, imagine, suppose

(1) hard to **reckon**, (2) **reckon** the company as a rival

He **reckons** that corruption was rampant in the regime.

rethink

v. to consider again a plan, idea, etc., especially to change it

synonym: reexplore, review, reconsider

(1) **rethink** a marketing plan, (2) **rethink** the role of the manager

We have to **rethink** our company's product lineup for further growth.

forethought

n. the act of thinking about and planning for the future

synonym: planning, preparation, anticipation

(1) without **forethought** and planning, (2) **forethought** in decision making

He brought a map and compass with **forethought** in case he got lost on the hike.

intensify

v. to increase or make something increase in extent or strength

synonym : amplify, boost, strengthen

(1) **intensify** diplomatic efforts, (2) **intensify** a good relationship

Rebels have pledged to **intensify** the armed struggle against the dictatorship.

opportune

adj. suitable or happening at a time that is suitable or convenient for a particular purpose

synonym : suitable, timely, practical

(1) **opportune** occasion, (2) an **opportune** remark

The phone rang at the most **opportune** time.

underdeveloped

adj. not fully developed or mature; lacking in progress or advancement

synonym : unadvanced, immature, backward

(1) an **underdeveloped** child, (2) remain **underdeveloped**

Many people in **underdeveloped** countries need clean water or proper healthcare access.

applaud

v. to express approval of someone or something by clapping the hands

synonym : clap, celebrate, praise

(1) **applaud** his courage, (2) **applaud** the orchestra

I enthusiastically **applaud** my rival's achievement.

workspace

n. a designated area or physical setting where work is performed, often in a business or office setting

synonym : office, studio, workplace

(1) **workspace** design, (2) shared **workspace**

I need a quiet **workspace** to concentrate on my project.

industrious

adj. hardworking, diligent, and persistent in effort

synonym : diligent, hardworking, assiduous

(1) **industrious** worker, (2) **industrious** student

He was known to be very **industrious** and would often work late into the night.

barista

n. a person who works in a coffee shop or café, typically making and serving coffee and other hot beverages

synonym : coffee maker, coffee expert, espresso artist

(1) **barista** skills, (2) professional **barista**

The **barista** at my favorite coffee shop always makes the perfect latte.

underfoot

adv. in a position under one's feet; in the space on the ground beneath one's feet

synonym : beneath one's feet

(1) snow **underfoot**, (2) leaves **underfoot**

The muddy terrain made it difficult to walk **underfoot**.

converse

v. to talk informally

synonym : discourse, discuss, exchange

(1) **converse** with an acquaintance, (2) ask a **converse** question

She enjoyed the opportunity to **converse** with a person who spoke her language.

pitfall

n. a hidden or unsuspected danger or difficulty; a trap or snare

synonym : trap, snare, hazard

(1) potential **pitfall**, (2) **pitfall** to be avoided

One of the biggest **pitfalls** of starting a new business is underestimating the costs.

diversify

v. to make something include more different types or things; to spread out activities or investments

synonym: branch out, expand, broaden

(1) **diversify** my portfolio, (2) **diversify** energy sources

This inclusive environment has allowed the plant species to **diversify**.

embroil

v. to involve or entangle someone or something in a difficult, complicated, or unpleasant situation; to implicate or incriminate

synonym: involve, complicate, entangle

(1) **embroil** him in a controversy, (2) **embroil** in controversy

The scandal **embroiled** the company's CEO and other high-level executives.

spruce

n. a type of evergreen tree with short, stiff needles and small cones, often used as a decorative or ornamental tree; (adjective) neat, clean, or tidy in appearance

synonym: fir, pine, (verb) clean

(1) **spruce** appearance, (2) **spruce** forest

The **spruce** tree was the perfect addition to the family's Christmas decorations.

retrospect

n. a review or analysis of past events, particularly to gain insight or understanding; a consideration of something that has already occurred or been accomplished

synonym: review, hindsight, contemplation

(1) **retrospect** review, (2) with hindsight **retrospect**

In **retrospect**, I wish I had made a different decision.

instruct

v. to teach someone practical skills or knowledge; to formally order or tell someone to do something

synonym: train, coach, guide

(1) **instruct** a student, (2) **instruct** a computer

The facility manager **instructed** the security guards to be on high alert.

instructive

adj. serving to provide knowledge or information; tending to instruct or educate

synonym : educational, informative, enlightening

(1) **instructive** example, (2) **instructive** video

The book provided **instructive** advice on how to improve your public speaking skills.

promenade

n. a stroll or walk, often taken in a public place or park; a public place for walking or strolling, often filled with shops or vendors; a dance movement in which the partners move around the floor in a circle or similar pattern

synonym : stroll, walkway, boulevard

(1) evening **promenade**, (2) **promenade** in the park

The boardwalk by the beach was a beautiful **promenade** for tourists and locals alike.

escalate

v. to increase in intensity, size, or severity; to make something greater, worse, or more serious

synonym : increase, intensify, expand

(1) **escalate** into a major international incident, (2) to **escalate**

The situation quickly **escalated** and turned violent.

courageous

adj. able to face and deal with danger or fear without flinching

synonym : brave, valiant, fearless

(1) make a **courageous** decision, (2) **courageous** rescue attempt

He was a **courageous** soldier who had served his country with honor.

bully

n. a person who uses strength or power to harm or intimidate those who are weaker; (verb) to intimidate, harass, or mistreat someone weaker or less powerful

synonym : tormentor, intimidator, aggressor

(1) **bully** bystander, (2) **bully** the weak

The schoolyard **bully** terrorized the other children and made their lives miserable.

conduit

n. a channel, pipe, or tube that is used to direct the flow of fluids or other material from one place to another; figuratively, a means of communication or channel for transmitting information, ideas, or concepts

synonym: channel, pipeline, tube

(1) water **conduit**, (2) electrical **conduit**

The **conduit** between the two buildings carried water and electricity.

unrest

n. a state of agitation or disturbance; lack of calm or peace

synonym: disturbance, agitation, turmoil

(1) **unrest** in the city, (2) cause **unrest**

The recent political **unrest** in the country has led to widespread protests and civil disobedience.

outspoken

adj. frank and candid in speech or expression; not afraid to speak one's mind or voice one's opinions, even if unpopular or controversial

synonym: vocal, blunt, frank

(1) **outspoken** critic, (2) **outspoken** journalist

She was known for being **outspoken** and speaking her mind.

disgust

n. a strong feeling of dislike or disapproval

synonym: nauseate, hate, dislike

(1) public **disgust**, (2) show **disgust** at his actions

He was filled with **disgust** and fear for the threat of war.

underestimate

v. to think or suppose that a quantity, price, or size is smaller than it is

synonym: underrate, misjudge, miscalculate

(1) **underestimate** an enemy, (2) **underestimate** the probability

They frequently **underestimated** their abilities and felt

inferior.

darn

v. to mend a piece of clothing by sewing over a hole or tear with small, tight stitches

synonym: mend, repair, patch

(1) **darn** stockings, (2) **darn** hole

I have to **darn** these socks before they become unwearable.

socioeconomic

adj. relating to the social and economic factors that shape an individual, group, or community, particularly in terms of income, occupation, education, and social class

synonym: social, economic, financial

(1) **socioeconomic** status, (2) **socioeconomic** issues

The **socioeconomic** conditions of a country can significantly affect its political stability.

mentorship

n. a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person

synonym: guidance, coaching, tutorship

(1) **mentorship** program, (2) under his **mentorship**

He was grateful for the **mentorship** opportunity given to him by his supervisor.

pandemic

n. an outbreak of a disease that affects many people over a very wide area

synonym: outbreak

(1) flu **pandemic**, (2) global **pandemic**

They fear a **pandemic** of a new type of virus.

inequity

n. a lack of fairness or justice; an unfair or unequal situation or practice

synonym: injustice, unfairness, bias

(1) **inequity** in education, (2) market **inequity**

There's an **inequity** in the criminal justice system that needs to be addressed.

underrepresented

adj. not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized

synonym : belittled, marginalized, disadvantaged

(1) feel **underrepresented**, (2) **underrepresented** data
Underrepresented communities need more support and resources to achieve equity.

swell

v. to become larger or more inflated; to become more intense or important

synonym : expand, increase, inflate

(1) **swell** at room temperature, (2) **swell** a population
His arm was **swelling** from the insect bite.

Session 2: Spelling

1. pr_____de in the park
n. a stroll or walk, often taken in a public place or park; a public place for walking or strolling, often filled with shops or vendors; a dance movement in which the partners move around the floor in a circle or similar pattern
2. ins_____ve video
adj. serving to provide knowledge or information; tending to instruct or educate
3. cause un____t
n. a state of agitation or disturbance; lack of calm or peace
4. to es_____te
v. to increase in intensity, size, or severity; to make something greater, worse, or more serious
5. electrical co_____t
n. a channel, pipe, or tube that is used to direct the flow of fluids or other material from one place to another; figuratively, a means of communication or channel for transmitting information, ideas, or concepts
6. di_____fy energy sources
v. to make something include more different types or things; to spread out activities or investments
7. men_____ip program
n. a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person

ANSWERS: 1. promenade, 2. instructive, 3. unrest, 4. escalate, 5. conduit, 6. diversify, 7. mentorship

8. ou_____en critic *adj.* frank and candid in speech or expression; not afraid to speak one's mind or voice one's opinions, even if unpopular or controversial
9. professional ba_____a *n.* a person who works in a coffee shop or café, typically making and serving coffee and other hot beverages
10. public di_____t *n.* a strong feeling of dislike or disapproval
11. co_____se with an acquaintance *v.* to talk informally
12. ap_____d the orchestra *v.* to express approval of someone or something by clapping the hands
13. un_____t in the city *n.* a state of agitation or disturbance; lack of calm or peace
14. under his men_____ip *n.* a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person
15. di_____fy my portfolio *v.* to make something include more different types or things; to spread out activities or investments
16. evening pr_____de *n.* a stroll or walk, often taken in a public place or park; a public place for walking or strolling, often filled with shops or vendors; a dance movement in which the partners move around the floor in a circle or similar pattern
17. in_____ct a student *v.* to teach someone practical skills or knowledge; to formally order or tell someone to do something

ANSWERS: 8. outspoken, 9. barista, 10. disgust, 11. converse, 12. applaud, 13. unrest, 14. mentorship, 15. diversify, 16. promenade, 17. instruct

- | | |
|-------------------------------------|---|
| 18. hard to re___n | <i>v.</i> to think or believe something |
| 19. for_____ht in decision making | <i>n.</i> the act of thinking about and planning for the future |
| 20. op_____ne occasion | <i>adj.</i> suitable or happening at a time that is suitable or convenient for a particular purpose |
| 21. re___k the role of the manager | <i>v.</i> to consider again a plan, idea, etc., especially to change it |
| 22. ins_____ve example | <i>adj.</i> serving to provide knowledge or information; tending to instruct or educate |
| 23. d__n hole | <i>v.</i> to mend a piece of clothing by sewing over a hole or tear with small, tight stitches |
| 24. ba_____a skills | <i>n.</i> a person who works in a coffee shop or café, typically making and serving coffee and other hot beverages |
| 25. sw__l a population | <i>v.</i> to become larger or more inflated; to become more intense or important |
| 26. without for_____ht and planning | <i>n.</i> the act of thinking about and planning for the future |
| 27. soc_____mic status | <i>adj.</i> relating to the social and economic factors that shape an individual, group, or community, particularly in terms of income, occupation, education, and social class |
| 28. wo_____ce design | <i>n.</i> a designated area or physical setting where work is performed, often in a business or office setting |

ANSWERS: 18. reckon, 19. forethought, 20. opportune, 21. rethink, 22. instructive, 23. darn, 24. barista, 25. swell, 26. forethought, 27. socioeconomic, 28. workspace

29. remain und_____ped *adj.* not fully developed or mature; lacking in progress or advancement
30. soc_____mic issues *adj.* relating to the social and economic factors that shape an individual, group, or community, particularly in terms of income, occupation, education, and social class
31. re___n the company as a rival *v.* to think or believe something
32. cou_____us rescue attempt *adj.* able to face and deal with danger or fear without flinching
33. potential pi_____l *n.* a hidden or unsuspected danger or difficulty; a trap or snare
34. ret_____ct review *n.* a review or analysis of past events, particularly to gain insight or understanding; a consideration of something that has already occurred or been accomplished
35. sp___e forest *n.* a type of evergreen tree with short, stiff needles and small cones, often used as a decorative or ornamental tree; (adjective) neat, clean, or tidy in appearance
36. und_____ate the probability *v.* to think or suppose that a quantity, price, or size is smaller than it is
37. leaves un_____ot *adv.* in a position under one's feet; in the space on the ground beneath one's feet
38. with hindsight ret_____ct *n.* a review or analysis of past events, particularly to gain insight or understanding; a consideration of something that has already occurred or been accomplished

ANSWERS: 29. underdeveloped, 30. socioeconomic, 31. reckon, 32. courageous, 33. pitfall, 34. retrospect, 35. spruce, 36. underestimate, 37. underfoot, 38. retrospect

39. in_____fy diplomatic efforts *v.* to increase or make something increase in extent or strength
40. ind_____us student *adj.* hardworking, diligent, and persistent in effort
41. d__n stockings *v.* to mend a piece of clothing by sewing over a hole or tear with small, tight stitches
42. pi_____l to be avoided *n.* a hidden or unsuspected danger or difficulty; a trap or snare
43. global pa_____ic *n.* an outbreak of a disease that affects many people over a very wide area
44. snow un_____ot *adv.* in a position under one's feet; in the space on the ground beneath one's feet
45. es_____te into a major international incident *v.* to increase in intensity, size, or severity; to make something greater, worse, or more serious
46. sw__l at room temperature *v.* to become larger or more inflated; to become more intense or important
47. ou_____en journalist *adj.* frank and candid in speech or expression; not afraid to speak one's mind or voice one's opinions, even if unpopular or controversial
48. in_____fy a good relationship *v.* to increase or make something increase in extent or strength
49. bu__y bystander *n.* a person who uses strength or power to harm or intimidate those who are weaker; (verb) to intimidate, harass, or mistreat someone weaker or less powerful

ANSWERS: 39. intensify, 40. industrious, 41. darn, 42. pitfall, 43. pandemic, 44. underfoot, 45. escalate, 46. swell, 47. outspoken, 48. intensify, 49. bully

50. show di_____t at his actions *n.* a strong feeling of dislike or disapproval
51. make a cou_____us decision *adj.* able to face and deal with danger or fear without flinching
52. b__w a cup of tea *v.* to make beer or tea by mixing a substance with hot water
53. shared wo_____ce *n.* a designated area or physical setting where work is performed, often in a business or office setting
54. market in_____ty *n.* a lack of fairness or justice; an unfair or unequal situation or practice
55. re_____k a marketing plan *v.* to consider again a plan, idea, etc., especially to change it
56. an op_____ne remark *adj.* suitable or happening at a time that is suitable or convenient for a particular purpose
57. bu__y the weak *n.* a person who uses strength or power to harm or intimidate those who are weaker; (verb) to intimidate, harass, or mistreat someone weaker or less powerful
58. an und_____ped child *adj.* not fully developed or mature; lacking in progress or advancement
59. ask a co_____se question *v.* to talk informally
60. feel und_____ted *adj.* not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized

ANSWERS: 50. disgust, 51. courageous, 52. brew, 53. workspace, 54. inequity, 55. rethink, 56. opportune, 57. bully, 58. underdeveloped, 59. converse, 60. underrepresented

61. ind_____us worker *adj.* hardworking, diligent, and persistent in effort
62. em_____l him in a controversy *v.* to involve or entangle someone or something in a difficult, complicated, or unpleasant situation; to implicate or incriminate
63. water co_____t *n.* a channel, pipe, or tube that is used to direct the flow of fluids or other material from one place to another; figuratively, a means of communication or channel for transmitting information, ideas, or concepts
64. b__w beer *v.* to make beer or tea by mixing a substance with hot water
65. in_____ty in education *n.* a lack of fairness or justice; an unfair or unequal situation or practice
66. em_____l in controversy *v.* to involve or entangle someone or something in a difficult, complicated, or unpleasant situation; to implicate or incriminate
67. und_____ted data *adj.* not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized
68. in_____ct a computer *v.* to teach someone practical skills or knowledge; to formally order or tell someone to do something
69. flu pa_____ic *n.* an outbreak of a disease that affects many people over a very wide area

ANSWERS: 61. industrious, 62. embroil, 63. conduit, 64. brew, 65. inequity, 66. embroil, 67. underrepresented, 68. instruct, 69. pandemic

70. sp___e appearance

n. a type of evergreen tree with short, stiff needles and small cones, often used as a decorative or ornamental tree;
(adjective) neat, clean, or tidy in appearance

71. ap_____d his courage

v. to express approval of someone or something by clapping the hands

72. und_____ate an enemy

v. to think or suppose that a quantity, price, or size is smaller than it is

ANSWERS: 70. spruce, 71. applaud, 72. underestimate

Session 3: Fill in the Blanks

1. Rebels have pledged to _____ the armed struggle against the dictatorship.
v. to increase or make something increase in extent or strength
2. He was filled with _____ and fear for the threat of war.
n. a strong feeling of dislike or disapproval
3. The recent political _____ in the country has led to widespread protests and civil disobedience.
n. a state of agitation or disturbance; lack of calm or peace
4. The boardwalk by the beach was a beautiful _____ for tourists and locals alike.
n. a stroll or walk, often taken in a public place or park; a public place for walking or strolling, often filled with shops or vendors; a dance movement in which the partners move around the floor in a circle or similar pattern
5. One of the biggest _____ of starting a new business is underestimating the costs.
n. a hidden or unsuspected danger or difficulty; a trap or snare
6. The book provided _____ advice on how to improve your public speaking skills.
adj. serving to provide knowledge or information; tending to instruct or educate
7. He _____ that corruption was rampant in the regime.
v. to think or believe something

ANSWERS: 1. intensify, 2. disgust, 3. unrest, 4. promenade, 5. pitfalls, 6. instructive, 7. reckons

8. He was a _____ soldier who had served his country with honor.
adj. able to face and deal with danger or fear without flinching
9. The _____ at my favorite coffee shop always makes the perfect latte.
n. a person who works in a coffee shop or café, typically making and serving coffee and other hot beverages
10. We have to _____ our company's product lineup for further growth.
v. to consider again a plan, idea, etc., especially to change it
11. They fear a _____ of a new type of virus.
n. an outbreak of a disease that affects many people over a very wide area
12. I enthusiastically _____ my rival's achievement.
v. to express approval of someone or something by clapping the hands
13. He was known to be very _____ and would often work late into the night.
adj. hardworking, diligent, and persistent in effort
14. This inclusive environment has allowed the plant species to _____.
v. to make something include more different types or things; to spread out activities or investments
15. The facility manager _____ the security guards to be on high alert.
v. to teach someone practical skills or knowledge; to formally order or tell someone to do something
16. The scandal _____ the company's CEO and other high-level executives.
v. to involve or entangle someone or something in a difficult, complicated, or unpleasant situation; to implicate or incriminate

ANSWERS: 8. courageous, 9. barista, 10. rethink, 11. pandemic, 12. applaud, 13. industrious, 14. diversify, 15. instructed, 16. embroiled

17. The _____ tree was the perfect addition to the family's Christmas decorations.
- n.* a type of evergreen tree with short, stiff needles and small cones, often used as a decorative or ornamental tree; (adjective) neat, clean, or tidy in appearance
18. I have to _____ these socks before they become unwearable.
- v.* to mend a piece of clothing by sewing over a hole or tear with small, tight stitches
19. The situation quickly _____ and turned violent.
- v.* to increase in intensity, size, or severity; to make something greater, worse, or more serious
20. Many people in _____ countries need clean water or proper healthcare access.
- adj.* not fully developed or mature; lacking in progress or advancement
21. _____ communities need more support and resources to achieve equity.
- adj.* not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized
22. There's an _____ in the criminal justice system that needs to be addressed.
- n.* a lack of fairness or justice; an unfair or unequal situation or practice
23. His arm was _____ from the insect bite.
- v.* to become larger or more inflated; to become more intense or important
24. The phone rang at the most _____ time.
- adj.* suitable or happening at a time that is suitable or convenient for a particular purpose

ANSWERS: 17. spruce, 18. darn, 19. escalated, 20. underdeveloped, 21. Underrepresented, 22. inequity, 23. swelling, 24. opportune

25. The _____ conditions of a country can significantly affect its political stability.

adj. relating to the social and economic factors that shape an individual, group, or community, particularly in terms of income, occupation, education, and social class

26. The schoolyard _____ terrorized the other children and made their lives miserable.

n. a person who uses strength or power to harm or intimidate those who are weaker; (verb) to intimidate, harass, or mistreat someone weaker or less powerful

27. He was grateful for the _____ opportunity given to him by his supervisor.

n. a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person

28. She enjoyed the opportunity to _____ with a person who spoke her language.

v. to talk informally

29. She was known for being _____ and speaking her mind.

adj. frank and candid in speech or expression; not afraid to speak one's mind or voice one's opinions, even if unpopular or controversial

30. He brought a map and compass with _____ in case he got lost on the hike.

n. the act of thinking about and planning for the future

31. I am going to _____ some coffee this morning.

v. to make beer or tea by mixing a substance with hot water

ANSWERS: 25. socioeconomic, 26. bully, 27. mentorship, 28. converse, 29. outspoken, 30. forethought, 31. brew

32. They frequently _____ their abilities and felt inferior.

v. to think or suppose that a quantity, price, or size is smaller than it is

33. In _____ I wish I had made a different decision.

n. a review or analysis of past events, particularly to gain insight or understanding; a consideration of something that has already occurred or been accomplished

34. I need a quiet _____ to concentrate on my project.

n. a designated area or physical setting where work is performed, often in a business or office setting

35. The muddy terrain made it difficult to walk _____.

adv. in a position under one's feet; in the space on the ground beneath one's feet

36. The _____ between the two buildings carried water and electricity.

n. a channel, pipe, or tube that is used to direct the flow of fluids or other material from one place to another; figuratively, a means of communication or channel for transmitting information, ideas, or concepts

ANSWERS: 32. underestimated, 33. retrospect, 34. workspace, 35. underfoot, 36. conduit