



Diversity Equity & Inclusion



Diversity, Equity & Inclusion - How We Got Here

AAUW Missouri's Journey to a Successful Program

Inclusion Infusion information is from the National DEI Toolkit
On AAUW MO Website 2023 aauw-mo.aauw.net



Our DEI Journey – What brought us here?

- 2018 – 2019 Diversity Task Force was formed by State Board**
- 2019 – 2020 DEI activities reflected in MO State 10 STAR Award**
- 2020 – 2021 DEI Chair appointed to serve on the Board**
Statewide committee created
- 2021 – 2022 DEI Committee chose to focus on increased awareness and knowledge of terms**
Created 2 PowerPoint presentations – for state & branch
- 2022 – 2023 Created Inclusion Infusion Activities**

Why Promote DEI?

AAUW is the nation's premier organization:

- Fighting for gender equity
- Advocating to narrow the pay gap for women
- Championing equal opportunity for women in education
- Working together to support laws and policies that enable women's success

INCLUSION INFUSION

WHAT IS THIS AND WHY?

Purpose: Introduce elements of DEI to members in a simple format

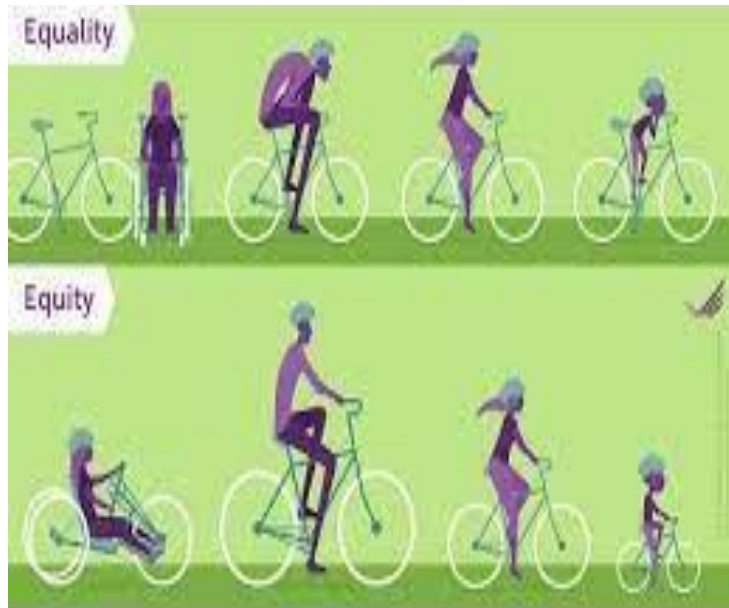
Time: Each activity should take approximately 10 minutes

Goals:

- Awareness and personal growth
- Become comfortable discussing and sharing honest feelings
- DEI incorporation in all areas of AAUW
- Continue to learn and grow in our understanding
- Collaborate with other groups to bring community awareness



Why and How did Missouri create Inclusion Infusion?



- ✓ National DEI Toolkit is an excellent resource, but not easy to maneuver the website
- ✓ Different levels of understanding – ranging from kindergarten to high school and beyond
- ✓ The label Inclusion Infusion sounded perfect for what we hoped to accomplish
- ✓ Start simple
- ✓ Make it very easy to understand, implement, and customize
- ✓ Components are copied from the DEI Toolkit
- ✓ **Inclusion Infusion has become a ‘one-stop-shop’**



Inclusion Infusion Topics

- Diversity
- Equity
- Inclusion
- Belonging
- Intersectionality
- Unconscious Bias
- More being developed

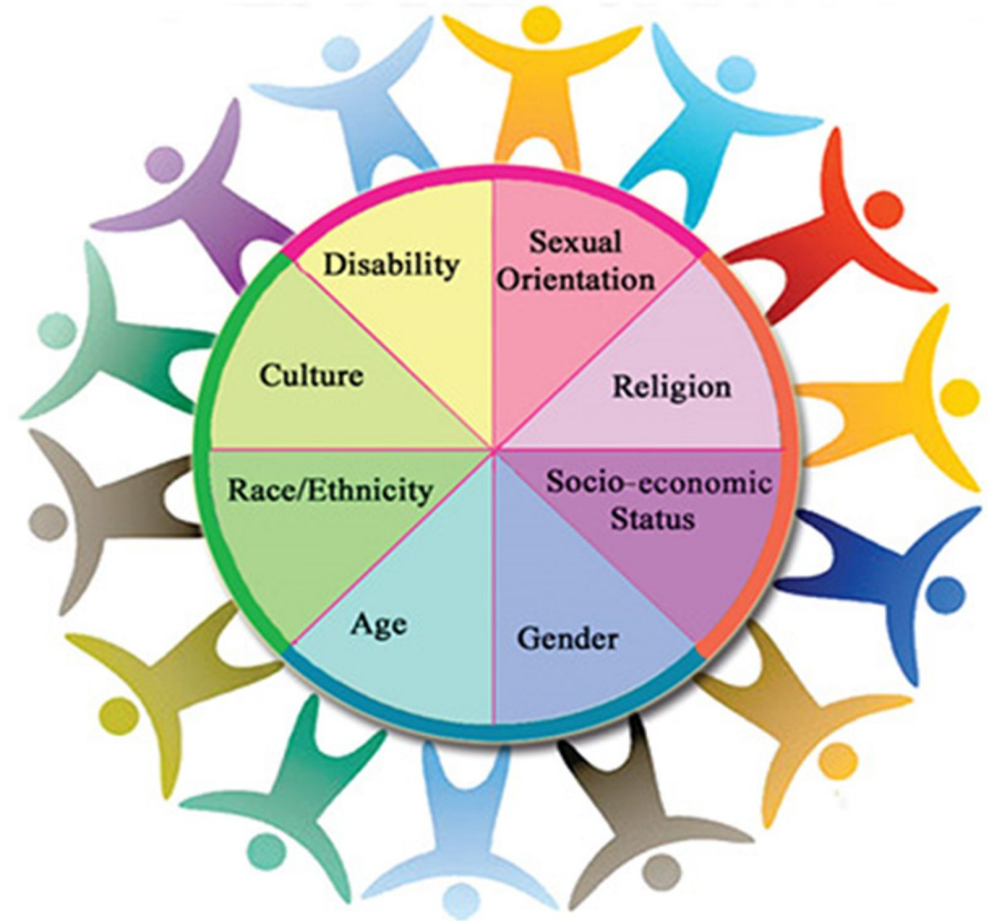
Diversity Resources



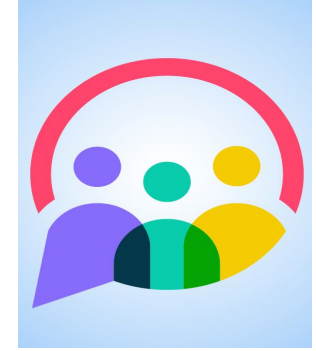
- **Newsletter Item**
- **Definition**
- **Worksheet**
- **Additional Reading Resources**
- **Bingo Card Activity**

Inclusion Resources

- **Newsletters**
- **Resources**
 - DEI Toolkit
 - UMKC Library
- **Worksheet**
- **National Webinars**
 - Creating Inclusive Spaces
 - Is Your Perspective Inclusive



How to make Inclusion Infusion Happen



First session will take more than 10 minutes

- Important to **Set Ground Rules**
- **Explain how** the activities will happen **and why** you are doing them
- **Share the goals** or desired outcome
- Give **example** or definition of Topic
- Break into **small groups**
- Each person has a '**Worksheet**' with the discussion Topic
- One person **records** ideas/thoughts shared
- One person **reports** back to full group

Ground Rules

Listen actively – respect other when they are talking

Participate to the fullest ability based on where you are on the DEI learning curve. Growth depends on the inclusion of every voice.

The goal is not to agree – it is to gain a deeper understanding.

Time is ~5 minutes.

Don't get side-tracked on a topic. We are not problem solving – that will come later.



Diversity Worksheet

Get Comfortable – being Uncomfortable

This puzzle piece is just to show some areas of Diversity

What is the first thing you think of when you hear the word Diversity?

What does diversity look and feel like to you personally?

What does diversity look like in your branch?

What does DIVERSITY mean to you?





equity

diversity

inclusion

discrimination

social

Indigenous

ancestry

individual

disability

individuals

respect

face

origin

gender

behavior

groups

identity

colour

perspective

Political

connected

family

rights

employment

ancestry

individual

gender

Physical

Human

groups

community

human

abilities

might

protected

sustainability

discriminatory

Indigenous

members

women

family

systems

social

Rights

benefits

status

employment

connected

based

perspective

Political

Criminal

connected

origin

gender

source

related

groups

disability

protected

sustainability

discriminatory

Indigenous

community

human

abilities

might

protected

family

rights

employment

ancestry

individual

gender

Physical

Human

groups

groups

Indigenous

members

women

family

systems

ancestry

individual

Gender

Physical

Human

groups

Human

Physical

Human

groups

groups

groups

Gender

Physical

Human

groups

groups

groups

individual

Physical

Human

groups

groups

groups

groups

Newsletters / Communications



- Share Inclusion Infusion Topic in newsletter prior to meeting
- Resources are prepared
- Copy / Paste / Add / Delete
- Make the resources work for you

- Share Inclusion Infusion discussion comments in Newsletter after meeting AND share the Topic for next meeting

Newsletter example

Diversity – Definition

- Includes everyone: all ages, gender, language, race, national origin, religious beliefs, physical ability / disability, sexual orientation, skills, thinking styles, ethnic and cultural differences
- Characteristics that make each of us unique
- It's not about 'them' – it is about each person coming to terms with his or her attitudes, beliefs and experiences about others and gaining comfort with differences

At our September 27 meeting, we will share our thoughts about diversity in our branch.

Optional Reading Resource – What is Organizational Diversity? What are the benefits? Copy and paste this link into your browser.

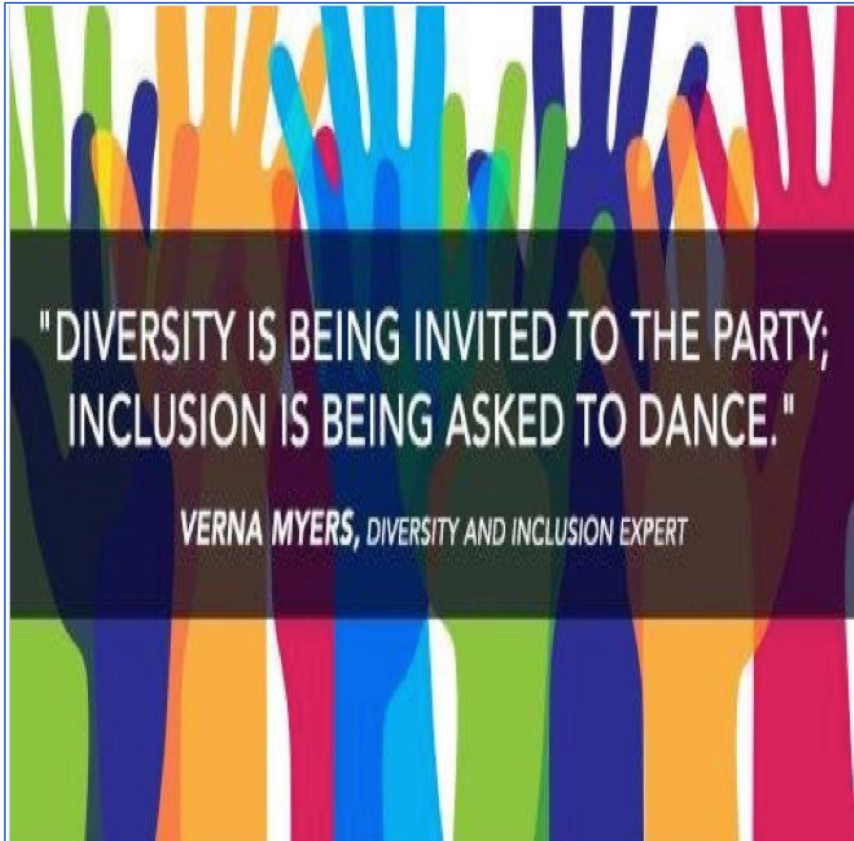
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2022-2023 State Activities

- State DEI Committee meets monthly
- Open discussions on DEI with committee
- One-on-one discussions with DEI State Chair
- Share ideas / events with other branches
- Challenges / Successes



2022-2023 Branch Activities



Outreach to each branch regarding DEI

Encourage to have DEI Chair

Discuss DEI topic of their choice at meetings

Group discussions at meetings

Inclusion Infusion activity

Branches decide on different DEI activities

Book Club

Cuisine Club

Programs – different speakers

DEI topics

Panel discussions

Include DEI article in Newsletters / Communications

Stronger Together – Making Equity the Norm as we advocate for women and girls

