

DEI Script for Glossary Power Point

- Slide 1** When discussing issues of diversity, equity, and inclusion it is important to understand the nuances of the language we use. We don't expect our members to read a few definitions and become experts in diversity, equity, and inclusion. This is a starting point. We hope to build your knowledge, equip you with the right tools and develop the capabilities to implement these actions.
- Slide 2** New ideas and fresh approaches generated by people from different backgrounds with different outlooks create a broader range of skills and abilities. Eligibility for wider sources of funding and grants increases our possibilities as we become more diverse and inclusive.
- Slide 3** Recognizing what makes us different and unique is important and, without taking diversity into consideration, we run the risk of excluding some individuals. Being unique is important.
- Slide 4** People find comfort in likeness. We tend to seek the company of those most similar to us in a variety of ways, age, gender, and ethnicity being just a few. The seven biggest issues in the workplace are acceptance and respect, accommodation of belief, ethnic and cultural differences, gender equality, physical and mental disabilities, gender gaps, and language and communication. The Inclusion and equity toolkit on the AAUW website has eight strategies for creating a more inclusive volunteer program. We recommend you check out the toolkit for further information.
- Slide 5** This puzzle represents the components that that make up diversity.
- Slide 6** The beauty of diversity, and what makes it so powerful, is learning to appreciate it and creating an environment where it can grow and thrive. Diversity can be a great source of strength.
- Slide 7** The meaning of diversity varies by each individuals' experiences.
- Slide 8** Equity, the condition of having or being composed of differing elements. It is variety and the inclusion of different types of people in a group or organization programs intended to promote diversity.
- Slide 9** Although these two words have the same root, they don't mean the same thing. They are often used interchangeably even though they differ in meaning.
- Slide 10** Equity is everyone getting what they need to accomplish the same outcome. Equality is everyone getting the exact same thing, but the outcome will vary.
- Slide 11** Even with all our understanding, there is always something to learn.
- Slide 12** Equality is the goal. Equity is the means to get there.
- Slide 13** Moving on to define inclusion.
- Slide 14** Inclusion is the act of including. The state of being included. It is the act or practice of including and accommodating people who have historically been excluded because of their race, gender, sexuality, age, education. Nationality, disability, or ability.
- Slide 15** Inclusion equals behaviors and actions. As Verna Myers states "Diversity is being invited to the party; Inclusion is being asked to dance. Being asked to help select the music is Belonging."

- Slide 16** So, if diversity means the characteristics that make us unique, and inclusion refers to behaviors and actions, then what is belonging? In a culture of belonging people feel like they are a part of something, that they matter, or that they are needed. People who feel welcomed, appreciated, respected, and valued are more productive, and feel a greater connection to the organization's mission,
- Slide 17** To quote Maya Angelou, "diversity makes for a rich tapestry and that all the threads are equal in value".
- Slide 18** This slide represents what AAUW is striving to achieve.
- Slide 19** That concludes this portion of the program. Are there any questions or comments.