

## Inclusion Infusion' to start each branch meeting

The AAUW MO State DEI (Diversity, Equity, and Inclusion) Committee is asking each branch to start every meeting with a 10-minute 'Inclusion Infusion.'

**The purpose of 'Inclusion Infusion'** is to introduce in small segments, various elements of DEI (diversity, equity, and inclusion) to members at every opportunity. Often just raising the topic of diversity brings negative feelings. By slowly introducing you to thoughts and ideas relating to DEI, the hope is that we will then be able to delve deeper into more meaningful activities and membership outreach all while keeping DEI at the forefront of everything we do.

Diversity means variety and is all about what makes us unique. What are some dimensions of diversity? They can be anything that has been historically used to differentiate groups, such as ethnicity, gender, religious beliefs, or socio-economic status.

Some of these dimensions are more visible than others, and some are more salient in the United States than in other parts of the world, given our history of discrimination and exclusion.

The beauty of diversity — and the thing that 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. Our aim is to create an environment where we can explore our differences in a safe and respectful way that helps each person understand their value and celebrates what diversity brings to AAUW.

### Diversity

- 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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