

Branch President, Program VP, and DEI Chair:

September 2022

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 exposing your members to thoughts and ideas relating to DEI, it is our hope 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.

There will be at least 10 'Inclusion Infusion' topics to choose from, so you can include them with your program topic as you choose. (You can also prepare your own topics.) The DEI Committee will continue to add to the list.

Share the information in your newsletter (as suggested in the Leader section) You can just cut and paste from the newsletter resources provided.

DEI Chair / Program VP or Infusion Inclusion Leader:

Share in the newsletter prior to the meeting what the 'Inclusion Infusion' topic will be to stimulate thinking prior to the small group interaction.

Compile the information from the discussion in a short article for the next branch newsletter. This will add another layer of learning in a non-threatening way. A link to an article, additional resource, or the National DEI Tool Kit will be with each topic to be included in your newsletter encouraging additional personal reflection and study. The Reading List is supplemental and can be used with any activity or to help create one on your own.

Each exercise will take up to 10 minutes. Break into small groups to brainstorm responses and then share back to the full group. (If additional time is needed for a topic, suggest convening at another time via Zoom or in person.)

It is important to keep the groups on schedule! Assign a timekeeper to help you with this task.

Time allotted:

- Break into small groups of 3 or 4. Explain to the group what is expected with each Inclusion Infusion activity. 2 minutes
- Each small group should come up with 1 example per group participant. 4-5 minutes
- Record your ideas and 1 person report back to the group. 3-4 minutes This could take longer for larger branches.

For more information contact:

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Stronger Together - Making Equity the Norm