

Monthly INCLUSION INFUSION Leader information:

The purpose of 'Inclusion Infusion' is to introduce in small segments, various elements of DEI (diversity, equity, and inclusion) to your members at every opportunity. Often just raising the topic of diversity brings negative feelings. By slowly exposing our members to thoughts and ideas relating to diversity, equity, and inclusion, 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.

Each exercise will take up to 10 minutes. (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.**

- Break into small groups of 3 or 4. (They can just group together where they are sitting.) Explain to the group what is expected with each 'Inclusion Infusion' activity. 2 minutes
- Each group should come up with 1 to 2 examples per group participant. 4-5 minutes
- Record shared ideas and 1 person report back to the group. 3-4 minutes for all, not each small group

Leader to share with attendees:

- Divide yourselves in groups of 3 or 4 right where you are sitting
- Distribute the Worksheet – one per person
- Explain that they are to share ideas on the 'Topic'
- Appoint a note taker
- Record participants thoughts
- One person will very briefly share with the larger group
 - If an idea has already been shared – please do not repeat it

Share in the newsletter prior to the meeting what the 'Inclusion Infusion' topic will be to stimulate thinking prior to the small group interaction. You can just cut and paste from the newsletter resources provided. **Share in the newsletter following the meeting** what the group responses were and, also share the topic for the next meeting.

EXAMPLE For Newsletter prior to the meeting:

Diversity, Equity, and Inclusion - ‘Inclusion Infusion’

The AAUW MO State DEI (Diversity, Equity, and Inclusion Committee) has asked us to start each meeting with a 10-minute ‘Inclusion Infusion’. The topics will change each month. We will break into small groups to brainstorm our responses.

The ‘Inclusion Infusion’ topic for September is: Equity for All - Where do you see inequity in your community?

- Diversity of School Board, City Council
- Handicap accessible sidewalks / curbs
- Bank hours – lobby / drive through

Every AAUW member should understand what we mean by equity.

After all, we are the nation’s premier organization fighting for gender equity. We fight to narrow the pay gap for women, champion equal opportunity for women in education, and work together to support laws and policies that enable women’s success. So, you may wonder why we have a resource on a term we’re all familiar with: *Because even with all our understanding, there’s still something we can learn.*

INEQUITY refers to unfair, avoidable differences, gender, or cultural exclusion



Share in the newsletter following the meeting:

‘Inclusion Infusion’

Last month we talked about ‘Where we see inequity in our community’. Some responses were:

- Lack of ‘safe space’ for students in schools
- Location of purse hooks in public restrooms – on the door, not accessible when seated
- Height of counter at check-out – not wheelchair accessible
- Store aisles too narrow for wheelchairs / strollers
- Lack of female representation in leadership positions
- Cost of housing – apartments

Resource for additional learning: Equity vs Equality National DEI Toolkit
<https://www.aauw.org/resources/member/governance-tools/dei-toolkit/key-terms-concepts/#evse>

Next month our 'Inclusion Infusion' topic will be 'Diversity'.

What does diversity mean to you?

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Stronger Together - Making Equity the Norm