



Diversity Equity & Inclusion



AAUW MO Diversity, Equity and Inclusion

Karen Francis, State President

Luna Mukherjee, DEI Chair

Sue Shineman, President Elect

Inclusion Infusion information is from the National DEI Toolkit

On AAUW MO Website after May 15, 2023 aauw-mo.aauw.net



Our DEI Journey – What brought us here?

What brought you 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 Equity?

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

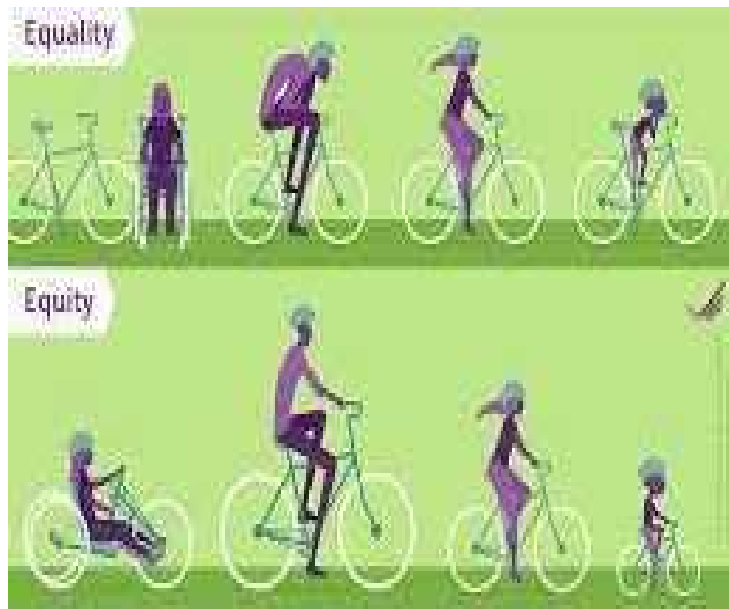
Time: Each activity should take approximately 10 minutes

Goals:

- Member awareness and personal growth
- Become comfortable discussing and sharing honest feelings
- DEI Focus 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?



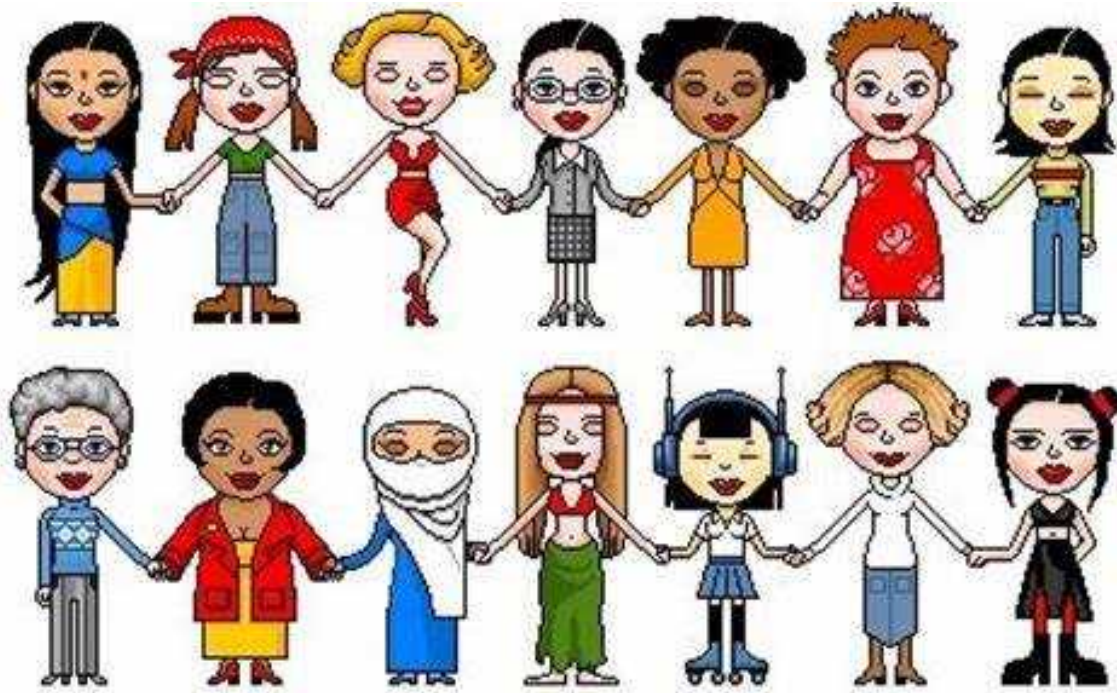
- ✓ National DEI Toolkit is an excellent resource, but not easy to maneuver the website
- ✓ Different levels of understanding – ranging from kindergarten to high school and beyond
- ✓ The label Inclusion Infusion sounded perfect for what we hoped to accomplish
- ✓ Start simple
- ✓ Make it very easy to 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

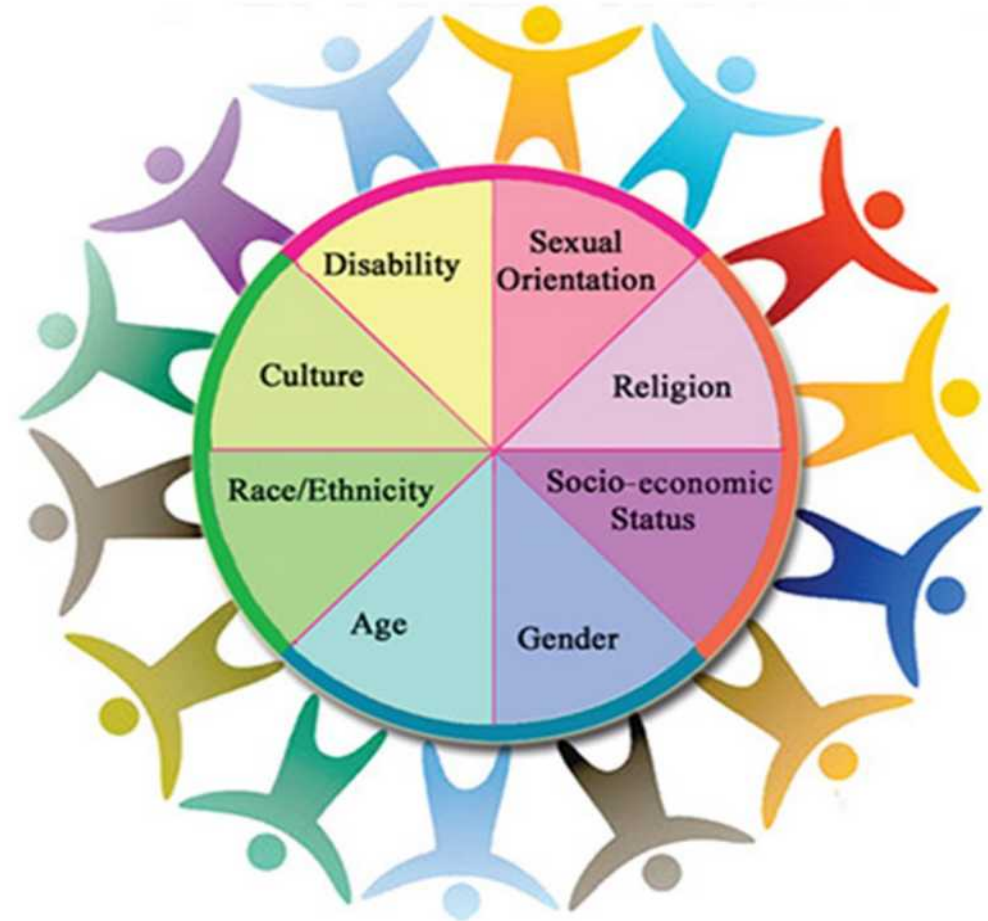
Diversity File / Resources



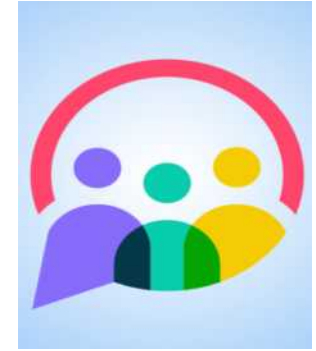
- **Newsletter Item**
- **Resources - Definition**
- **Worksheet**
- **Additional Reading Resources**
- **Bingo Card Activity**

Inclusion File / Resources

- **Newsletter Info – several versions**
- **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 of your 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.

You only have 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?

Diversity isn't just black and white

1. Gender Equality
2. Age / Generation Gaps
3. Language / Communication
4. Race / National Origin
5. Religious Beliefs
6. Physical Ability / Disability
7. Ethnic / Cultural Differences



Newsletters / Communications



- Share Inclusion Infusion Topic in newsletter prior to meeting
- Resources are prepared for you
- 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

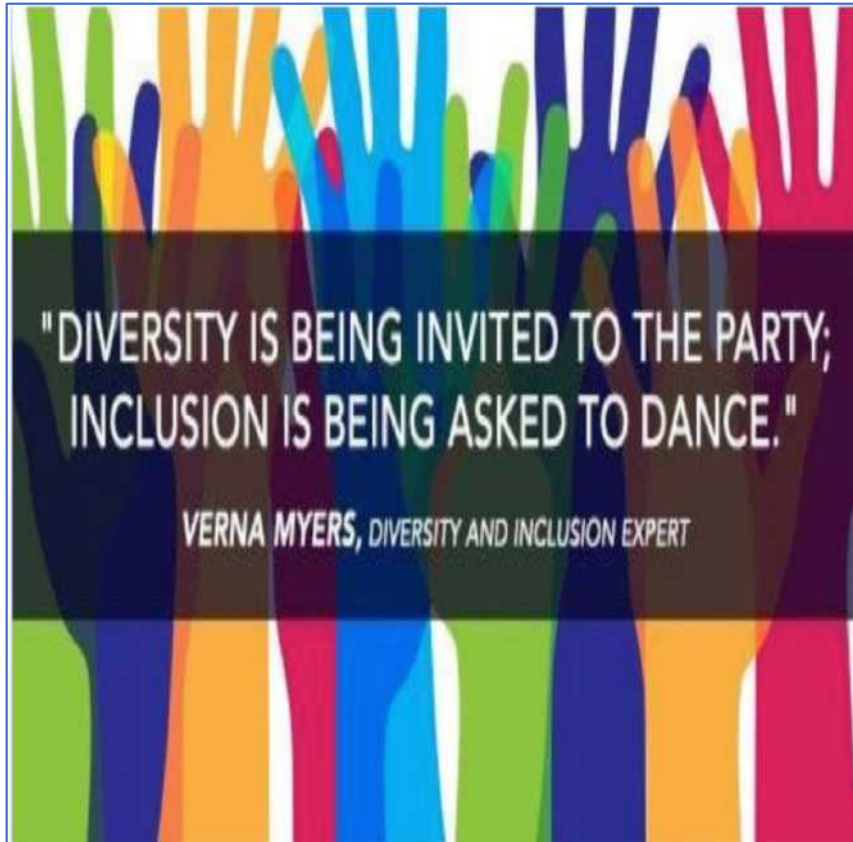
At our September 27 meeting, we will share our thoughts about diversity in our branch.

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

https://r.search.yahoo.com/_ylt=AwrEofzMdBZjpB4No.1XNyoA;_ylu=Y29sbwNiZjEEcG9zAzQEdnRpZAMEc2VjA3Ny/RV=2/RE=1662444876/RO=10/RU=https%3a%2f%2fpeople.dynamics.co%2forganizational-diversity%2f/RK=2/RS=jjoY4xWrlZV85a3n3bRmqBPbYrE-

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

