



Intro to DEI for Your Association

Course Handout



Before You Start the Course

Write down what comes to mind when you see the course's keywords. This can include buzzwords, definitions or ideas.

Diversity

Equity

Inclusion

Is there anything that you notice? Are there clear differences between the three keywords? Do the terms overlap? Do you feel confident to explain how the three keywords all relate to each other? Jot your thoughts down below.

Diversity

What kind of diversity do you have in your workplace? Does your workplace welcome all?

How would your feelings and reactions change about your workplace if you were a different race, gender, sexual orientation or religion? Would you still feel the same?

Equity

Thinking about the processes or examples of equity within your association. Are there areas that can be improved where everyone will have an even playing field?

How will you use what you've learned to create equal opportunity in your workplace?

Inclusion

What can your association do to be more inclusive?

How can you create a sense of belonging for all? How can you personally reach out to someone you might not know as well and create a personal connection?

After the Course

Based on the lesson, the interviews and the resources provided in these lessons, create a common definition for your association of Diversity, Equity, and Inclusion. If you haven't already, download the resource guide to help guide in this process. Defining what DEI is, how it looks, and why it's important to your association is the first step in developing a DEI implementation plan.

Look back at how you defined each keyword before taking the course. Has your personal definition changed or evolved? Reflect on your new understanding of each keyword below:

Diversity

Equity

Inclusion

When creating definitions of diversity, equity and inclusion for your association/workplace, it's important to work with your colleagues to develop these definitions. Remember: Everyone has their own unique perspectives and can bring them to the table in this discussion.

Diversity

Equity

Inclusion