

# Diversity, Equity, Inclusion (DEI) Defined

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Diversity is  
**being invited**  
to the party

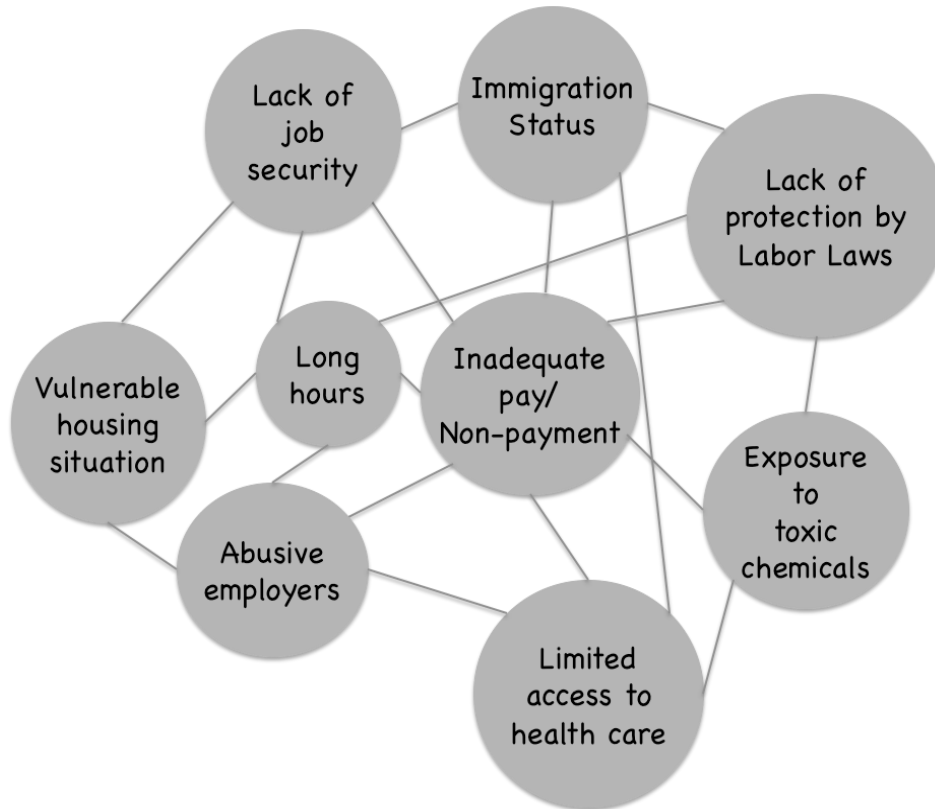
Equity is  
making sure  
**your music**  
is played

Inclusion is  
**being asked**  
to dance

Bias is  
**why some weren't invited**  
in the first place

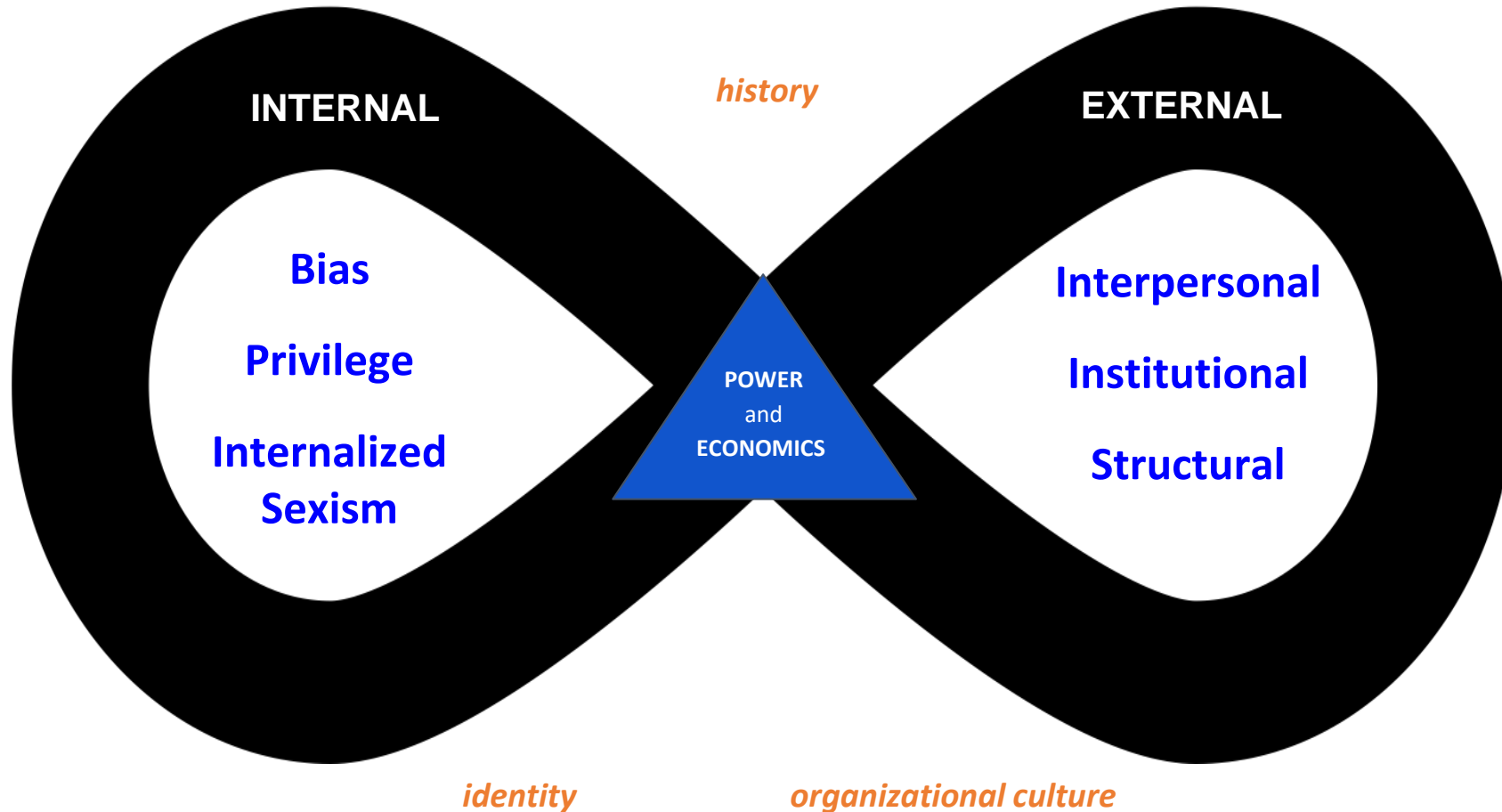
*unintentionally or intentionally*

# Exercise 1: Broadening Perspective Outward



If you were going to partner with a new organization, how would knowing about factors like these change your approach?

# Systemic Oppression



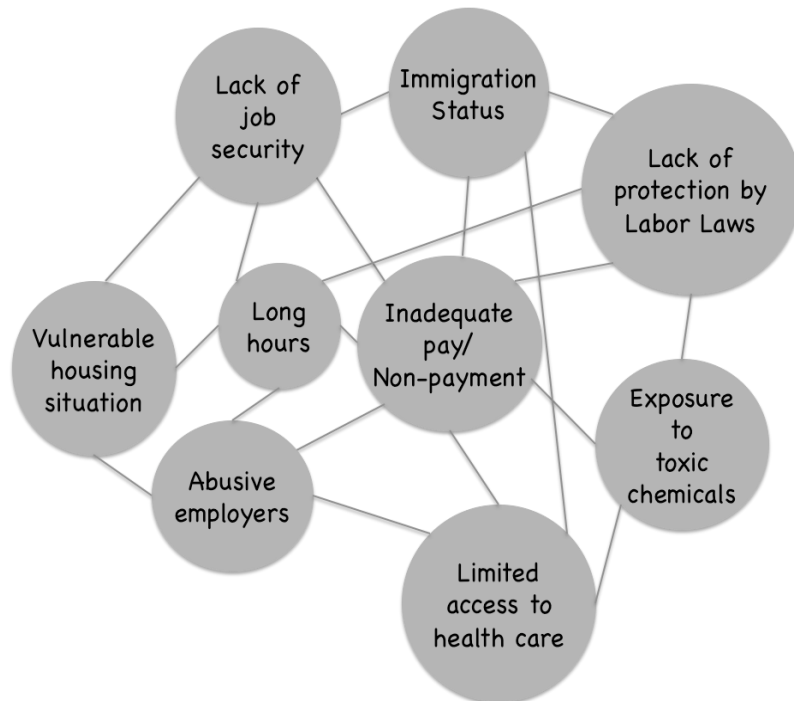
# Intersectionality



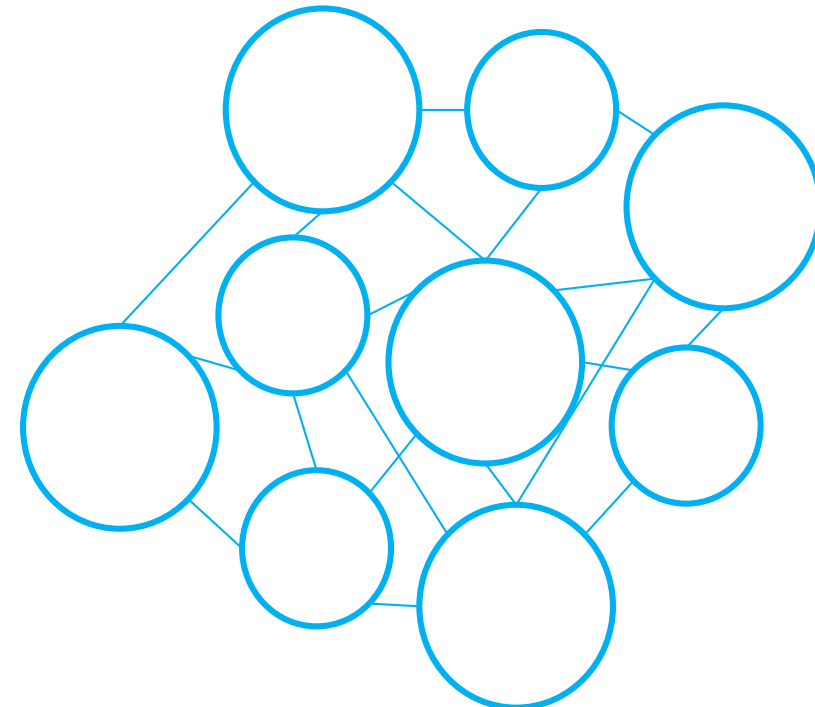
- The interaction between different aspects of our identities
- How people experience advantages or disadvantages in society depends on their identities
- Our identities—race, class, sexuality, age—form our experiences, and we each can experience privilege and oppression simultaneously

## Exercise 2: Broadening Perspective Inward

### Previous Example



### What might your web look like?



***How might knowing this about yourself change your approach?***

# What's Next

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## **Advancing DEI in your everyday work with the League.**

*How can I do that?*

- Make individual/collective commitments to advancing DEI
- Share the DEI vision and what is underway to get there
- Engage boards in one or more of the following
  - Watch video clips and engage in discussion with a set of questions
  - Complete interconnected circles exercise as a League and discuss
  - Engage in “you can’t tell by looking at me” exercise at a meeting