

Diversity, Equity, and Inclusion Report

Diversity, Equity, and Inclusion Awareness Program

The Diversity, Equity, and Inclusion Awareness Program: *Moving the Conversations Forward on Diversity*, the **first** in a series of interactive programs, was held on July 27 and August 2.

The agenda for *Moving the Conversations Forward on Diversity* is as follows:

- What is Diversity?
- Courageous Conversation Norms, where we discuss the concepts of courageous conversations about race.
- Defining Racism and Understanding Structural Racism, we provide vital data, foundational concepts, and definitions.
- Personal Action Plan is a detailed plan outlining the actions needed to reach one or more goals following the learning exchange.
- Reflection Journal is an opportunity to achieve clarity and a better understanding of your personal growth

The next two sections, *Moving the Conversations Forward on Equity* and *Moving the Conversations Forward on Inclusion*, will be offered in 2021.

Feedback

The first two sessions on July 27 and August 2 were completely sold out; however, only half of the 8 participants showed up. So, I increased the number of registrants to 12, and with a 20% attrition rate, I should have the 8 participants I needed to facilitate the workshop. According to the feedback, the program is a success. One criticism is to allow participants more time in the breakout rooms for discussion. Click [here](#) to view the feedback from the participants.

Cost

A grant from the LWV funds this DEI program. Gwendolyn Miller obtained it through an LWV pilot program, called Leaderscity. Upon completion of the program, she received \$500.00 to be used toward DEI initiatives. Currently, there are no costs associated with facilitating the DEI program.

Resources

Additional DEI resources include the Leaderosity Program now available to all League members at no cost until February 21, 2021. The link is <https://www.courses.leaderosity.org/courses/the-equity-journey>. Leaderosity requires the following to be complete for you to be marked as “Complete” in their system:

- Pre-Course Learner Survey (Equity Assessment)
- Module Assignment: Reflection on Learning
- Module 2 Activity: Personal Equity Plan
- Module 3 Assignment: Complete Your Basic Organizational Equity Plan
- Post-Course Survey (Equity Assessment)
- Pass the Check Your Knowledge Assessment

And, sign up for The 21-day Racial Equity Challenge at <https://deraciaequitychallenge.org>. The 21-day Racial Equity Challenge is a personal commitment to devote 5-30 minutes a day, for 21 days, to learn about the history and impact of racism in Delaware, and the ways that bias, prejudice, privilege, and oppression show up in our everyday lives.

With this awareness and understanding of how racism shapes each of our lived experiences, we can all become part of making positive change in our community.

The 21-Day Racial Equity Challenge is an enlightening journey for everyone – no matter where you come from or how you identify yourself. Along with new perspectives, you’ll receive examples and tools of how you can help undo racism and build a more just and equitable community here in Delaware.

While we encourage everyone to share their participation with others and to join the conversation, your employee information will remain both private and confidential.

Submitted by Gwendolyn Miller, Chair
LWVDE Diversity, Equity, and Inclusion
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