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# Exploring the terms Diversity, Equity and Inclusion, and identity exploration

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# Agenda

- Welcome
- Guidelines for engaging
- Review the terms diversity, equity and inclusion
- Warm-up
- Short break
- Identity exploration activity
- Debrief
- Reflections
- Session wrap-up

# Learning Objectives

- Gain a deeper understanding of the terms diversity, equity and inclusion.
  - Explore questions that come up around the terms diversity, equity and inclusion
  - Reflect on our individual cultural backgrounds and identities and how that impacts your work at Colorado Mountain Club.
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# Community Guidelines

- Respect the confidentiality of others
- Do your own work in the room and out.
- Seek to understand first, and then be understood.
- Leave room in the space for both/and/all.
- There are no quick fixes AND individuals and organizations DO grow and change.
- Practice forgiveness and letting go.
- Engage openly and honestly.
- Participate
- Use I statements - our own experiences shape the conversation
- **Sharing “airtime” is essential to understanding.**
- Trust that through dialogue (not debate) we will reach deeper levels of understanding and acceptance with others.
- Have fun and laugh!

**Let's Warm Up!**

# Individual and Small Group Activity

Spend 5 minutes defining each of the terms from your own understanding. In pairs, discuss the following terms. How do they differ? How are they similar?

- Diversity
- Equity
- Inclusion
- Social Justice

# Definitions

**Diversity** is the presence of differences that enrich our workplace. Some examples of diversity may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religion, or political perspective. There are many more.

**Equity** is ensuring that access, resources and opportunities are provided for all to succeed and grow, especially for those who are underrepresented and have been historically disadvantaged.

# Definitions

**Inclusion** is a workplace culture that is welcoming to all people regardless of race, ethnicity, sex, gender identity, age, abilities, and religion and everyone is valued, respected and able to reach their full potential.

**Social Justice** is a type of justice rooted in the idea that all people should have equal rights, opportunity and treatment.



*Diversity* is where everyone is invited to the party.

*Inclusion* means that everyone gets to contribute to the playlist if they want.

*Equity* means that everyone has the opportunity to experience the music how they like.

## Inequality

Unequal access to opportunities



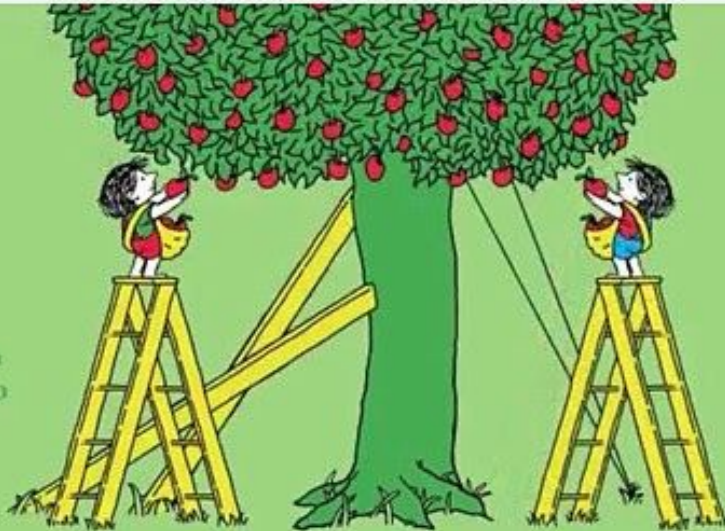
## Equality?

Evenly distributed tools and assistance



## Justice

Fixing the system to offer equal access to both tools and opportunities



## Equity

Custom tools that identify and address inequality



**5 minute break!**

# Cultural Identity Exploration Activity

## “I am From”



# I Am From...

- List foods from your past
- List objects and the surroundings from your childhood
- List sights from your neighborhood or school
- List people (can be names) from your past, relationships or heritage
- List a time or two when you felt left out
- List family sayings you heard growing up
- List values you learned from your family



# For example:

I am from pizza, bagels and donuts

I am from trees, flowers and bicycles



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# Share out





# Why does this matter?

- Inclusion is psychological safety
- Empathy
- Increasing collaboration and understanding
- Building inclusive leaders

# DEI Session Topics: 2-hour interactive trainings

- **Session 1 (September): Exploring the terms DEI and identity exploration**
- Session 2 (November): Examining implicit bias and microaggressions
- Session 3 (January): Power, Privilege and Allyship

# Reflections