

Introduction:

You and your team members are tasked with crafting a diversity, equity, and inclusion (DEI) statement that reflects your team's beliefs, values, and priorities. To do this, you will first individually find examples of organizational statements that reflect your cultural or personal beliefs, values, and priorities. Then, as a group, you will use those statements to establish a team identity and build your DEI statement.

Pre-Activity:

1. Read the following inclusion statement from Duo Security:

"Duo is committed to cultivating and preserving a culture of inclusion and connectedness. We are able to grow and learn better together with a diverse team of employees. The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, and talent that our employees invest in their work represents not only part of our culture, but our reputation and Duo's achievement as well. In recruiting for our team, we welcome the unique contributions that you can bring in terms of their education, opinions, culture, ethnicity, race, sex, gender identity and expression, nation of origin, age, languages spoken, veteran's status, color, religion, disability, sexual orientation and beliefs."

2. Reflect on the following questions and be prepared to discuss with the entire group:
 - What do you notice about this statement? What words or phrases stand out to you?
 - What is the purpose of a diversity, equity, and inclusion (DEI) statement?
 - How do you understand the differences between the terms diversity, equity, and inclusion?
 - What are the benefits of a company or organization making this type of statement? What are the challenges?
 - What are some of the critiques that a company or organization might receive for making a DEI statement? What about if they chose not to make a statement?

Individual Research:

1. Before you and your team begin crafting your statement, take some time to individually find one or two examples of organizational statements from a company, nonprofit, government agency, or college/university. These statements can include mission statements; vision statements; values statements; or diversity, equity, and inclusion statements. The statement(s) that you choose should resonate with your own beliefs, values, and priorities.
2. Once you have chosen your statement(s), write or type answers to the following questions. Be prepared to discuss your answers with your team members.
 - What do you like about this organizational statement? Why does it resonate with you?
 - How does this statement reflect your beliefs, values, and priorities?
 - Why are those beliefs, values, and priorities important to you?

Team Activity Instructions Option 1:

1. Each person on the team should share their organizational statement(s) and why they chose them. As individuals are sharing, choose one person to take notes on the following:
 - The beliefs, values, and priorities you all seem to have in common
 - The different or opposing beliefs, values, and priorities that you all hold and whether you can compromise or find common ground
 - The aspects or qualities of these organizational statements that seem to resonate with the entire group and how you can include them into your own DEI statement
2. Then, write your team's DEI statement. Ideally, your statement will be a short paragraph that details your team's commitment to fostering diversity, equity, and inclusion. Be prepared to submit your statement to your facilitator.
3. Debrief as a group using the following questions:
 - How did you feel during this activity? What did you most enjoy? What was most difficult or frustrating?
 - What was your process for crafting your team's DEI statement? What strategies did you use to synthesize your beliefs, values, and priorities?
 - What did you learn about DEI?
 - What did you learn about your own beliefs, values, and priorities in relation to DEI?
 - How might you apply what you learned in a real-world context (i.e., in your current or future workplace, in any organizations you're involved with, etc.)?

Team Activity Instructions Option 2:

1. Instead of writing their own DEI statement, a group can decide to adopt one of the statements that they analyzed and develop an application plan:
 - Where and how will it be used?
 - What policies and procedures would it affect?
 - How might it alter the day-to-day experiences of employees?
2. Debrief as a group using the following questions:
 - How did you feel during this activity? What did you most enjoy? What was most difficult or frustrating?
 - What was your process for crafting your team's DEI plan? What strategies did you use to synthesize your beliefs, values, and priorities?
 - What did you learn about DEI?
 - What did you learn about your own beliefs, values, and priorities in relation to DEI?
 - How might you apply what you learned in a real-world context (i.e., in your current or future workplace, in any organizations you're involved with, etc.)?

Team Activity Instructions Option 3:

1. Decide if you think a DEI statement is an effective way to promote inclusion within a team or organization/institution.
2. If you don't believe it is effective, instead of crafting your own statement, you should write a collaborative response (a few paragraphs) for why they don't think a DEI statement is a sufficient or effective way to promote inclusion. For example, you might feel that DEI

statements are simply virtue signaling and don't lead to concrete steps toward change. You should attempt to incorporate the viewpoints of the entire group in your response.

3. Then, you should come up with an alternative plan for what your team (or an ideal organization/institution) would do instead to support DEI initiatives. Some examples might include establishing a mentorship program or overhauling hiring practices.
4. Debrief as a group using the following questions:
 - How did you feel during this activity? What did you most enjoy? What was most difficult or frustrating?
 - What was your process for crafting your team's DEI plan? What strategies did you use to synthesize your beliefs, values, and priorities?
 - What did you learn about DEI?
 - What did you learn about your own beliefs, values, and priorities in relation to DEI?
 - How might you apply what you learned in a real-world context (i.e., in your current or future workplace, in any organizations you're involved with, etc.)?