

## **Introduction:**

In this activity, participants are divided into groups and tasked with crafting a diversity, equity, and inclusion (DEI) statement that reflects their team's beliefs, values, and priorities. First, the facilitator will lead a pre-activity discussion where participants analyze an example of a DEI statement. Then, participants will individually find examples of organizational statements that reflect their cultural or personal beliefs, values, and priorities. Finally, as a group, they will use those statements to establish a team identity and build their DEI statement.

*Note:* It might be beneficial for facilitators to familiarize themselves with the article "[Promises and Pitfalls of Diversity Statements: Proceed with Caution](#)" before conducting this activity.

*Note:* There are two optional activities that the facilitator could use in conjunction with or as an alternative to the main activity in this lesson plan. It might be helpful to read the room and choose one of these options for the entire group, or they could give all three options to learners and let them choose. These alternative activities may be useful if there seems to be apparent "[woke-washing fatigue](#)" or, on the opposite end of the spectrum, no awareness of this phenomenon.

## **Objectives:**

As a result of this activity, participants will be able to:

1. Differentiate between the terms diversity, equity, and inclusion (DEI).
2. Identify their cultural or personal beliefs, values, and priorities related to DEI.
3. Craft a DEI statement that reflects their team's identity.
4. Apply DEI strategies in real-world, professional contexts.
5. Develop teamwork skills.

## **Time:**

2 hours

## **Group Size:**

Small group

## **Materials:**

Access to Zoom or other similar video conferencing platform (if doing virtually), Crafting an Inclusion Statement Participant Instructions (in [Downloads](#))

*Note:* This activity can be performed either virtually or in-person.

## **Intercultural Development Continuum Stages:**

- Minimization
- Acceptance

## **AAC&U Intercultural Knowledge and Competence Goals:**

### Cultural Self-Awareness:

- To articulate insights into own cultural rules and biases (e.g., seeking complexity; aware of how their experiences have shaped these rules, and how to recognize and respond to cultural biases, resulting in a shift in self-description).

### Openness:

- To initiate and develop interactions with culturally different others.
- To suspend judgment in valuing interactions with culturally different others.

### Knowledge of Cultural Worldview Frameworks:

- To demonstrate sophisticated understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs & practices.

## **Other Skills:**

Teamwork; Diversity, Equity, and Inclusion

## **Activity Instructions:**

1. Ensure that all participants have access to the Crafting an Inclusion Statement Participant Instructions document.
2. Ask them to take about 10 minutes to read the DEI statement from Duo Security under the Pre-Activity heading and think about the questions below it. Once they have finished, you will discuss the questions as a group. Below you'll find the statement and discussion questions:

"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."

- 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?
  - How, when, and where might an organization use a DEI statement?
  - 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?
3. Divide participants into teams of 3-5 (place each team into a breakout room if doing the activity virtually). They should first work individually to 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 they choose should resonate with their own beliefs, values, and priorities.

4. Once they have chosen their statement(s), they should write down answers to the following questions and be prepared to discuss them with their 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?
5. Each person on the team should share their organizational statement(s) and why they chose them. As individuals are sharing, they should choose one person to take notes on the following:
  - The beliefs, values, and priorities they all seem to have in common
  - The different or opposing beliefs, values, and priorities that they all hold and whether they can compromise or find common ground
  - The aspects or qualities of these organizational statements that seem to resonate with the entire group and how they can include them into their own DEI statement
6. Then, each team should write their DEI statement. Ideally, their statement will be a short paragraph that details their team's commitment to fostering diversity, equity, and inclusion.
7. Once all groups have finished, debrief 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.)?

### **Optional Activity 1 – Deciding if a DEI Statement is In Order:**

1. Participants should follow the same steps 1 and 2 as in the original activity instructions.
2. After participants have been divided into groups, they should first decide if they think a DEI statement is an effective way to promote inclusion within a team or organization/institution.
3. If they don't believe it is effective, instead of crafting their own statement, they can first 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, they might feel that DEI statements are simply virtue signaling and don't lead to concrete steps toward change. They should attempt to incorporate the viewpoints of the entire group in their response.

4. Then, they should come up with an alternative plan for what their 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.
5. Once all groups have finished, debrief 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.)?

### **Optional Activity 2 - Adopting and Applying a DEI Statement:**

1. Participants should follow the same steps 1-3 as in the original activity instructions.
2. Then, 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 would it be used?
  - What policies and procedures would it affect?
  - How might it alter the day-to-day experiences of employees?
3. Once all groups have finished, debrief 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.)?

### **Related Tools:**

- [Diversity and Inclusion](#)
- [Diversity and Inclusion MOOC](#)
- [Diversity Inclusivity Framework](#)
- [Equity and Diversity Awareness Quiz](#)
- [Global Diversity, Equity, and Inclusion Benchmarks \(GDEIB\)](#)
- [Understanding Equity and Inequity](#)