

**DETROIT BAR ASSOCIATION**  
**21 IN '21**  
**DIVERSITY & INCLUSION CHALLENGE**

The Detroit Bar Association Diversity & Inclusion Committee invite you to participate with us in 21 activities or practices during the 2021 calendar year – about 2 per month. **To accept the challenge, visit [detroitlawyer.org/challenge](https://detroitlawyer.org/challenge).** You will be invited to participate in quarterly virtual meetings where we will check in on our progress and learnings, starting with our kickoff meeting February 22 @ 4:00 PM



**1. BLACK HISTORY ACTIVITY**  
 Learn about the origins of Black History Month – <https://asalh.org/about-us/origins-of-black-history-month/>

**2. UNDERSTAND EQUITY**  
 March is Gender Equality Month – Watch Why Gender Equality is Good for Everyone – Men Included  
<https://youtu.be/7n9IOH0NvyY>

**3. INCLUSIVE MEETING BEHAVIOR**  
 Practice giving your full attention when others are speaking in a meeting. Don't check your cell phone, laptop, etc.

**4. TURN ALLYSHIP INTO ACTION**  
 Read about allyship in action  
<https://camillestyles.com/wellness/3-questions-to-turn-allyship-into-action/>

**5. PRACTICE ALLYSHIP**  
 If someone is not present, speak up if you see others are drawing incorrect conclusions about the individual.

**6. IMPLICIT ASSOCIATION TEST**  
 To understand your own unconscious bias, take one or more implicit association test;  
<https://implicit.harvard.edu/implicit/>

**7. THE POWER OF INCLUSION**  
 Watch "Inclusion starts with I"  
<https://youtu.be/2g88Ju6nkcg> to understand how inclusion is important to everyone.

**8. PRONOUNS MATTER**  
 June is LGBT Pride Month. Celebrate by understanding why pronouns matter  
<https://www.mypronouns.org/what-and-why> and add your preferred pronouns to your LinkedIn profile

**9. HUMANIZE DISAGREEMENT**  
 Learn how to talk to people you "really" don't agree with  
<http://t.ted.com/aMrBXZv>

**10. NORMALIZE CORRECTION**  
 Take time to embrace your mistakes:  
<https://www.upworthy.com/4-reasons-to-embrace-your-mistakes-as-told-by-a-wrongologist>

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- 11. EMPATHY VS SYMPATHY**  
Understand the difference between empathy and sympathy by watching <https://youtu.be/KZBTYViDPIQ>
- 11. POWER OF STORYTELLING**  
Simply listen to another's experience of exclusion in the legal profession, remembering to use empathy.
- 13. NAMES MATTER**  
Understand the impact of improperly pronouncing someone's name  
<https://www.bbc.com/worklife/article/20210108-the-signals-we-send-when-we-get-names-wrong>
- 14. COFFEE & CONVERSATIONS**  
Schedule a 15-minute coffee chat with someone in your organization you have not previously engaged with socially; consider discussing "Coffee & Conversations: Inclusion and Belonging" by Zenell Brown<sup>1</sup>  
<https://www.amazon.com/Coffee-Conversations-Zenell-Brown-Esq-ebook/dp/B08HX757LQ>
- 15. ABILITY AWARENESS**  
October is disability awareness month. Try to navigate your day without using any stairs. Take note where ramps or elevators are not easily accessible.
- 16. INCLUSIVE MEETING BEHAVIOR**  
While in a meeting, purposefully solicit feedback from everyone in attendance (i.e. "We haven't heard from James yet. What are your thoughts?")
- 17. INCLUSIVE LANGUAGE**  
Learn how to use and promote inclusive language in your organization  
<https://blog.hubspot.com/marketing/inclusive-language>
- 18. ELIMINATE RACIST EUPHEMISMS**  
Examine sayings you use to ensure they don't have racist undertones  
<https://bestlifeonline.com/offensive-sayings/>
- 19. AMERICAN HISTORY TRIVIA**  
Test your knowledge of "American" history by taking one of 21 Black History quizzes <https://www.proprofs.com/quiz-school/topic/black-history>
- 20. INCLUSION ASSESSMENT**  
Perform an inclusion assessment for your organization; discuss the inclusion assessment with a co-worker.
- 21. INCLUSIVE HOLIDAYS**  
Learn more about how to make your holiday celebrations more inclusive <https://www.shrm.org/hr-today/news/hr-magazine/1118/pages/how-to-make-holiday-celebrations-more-inclusive.aspx>

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<sup>1</sup> Full disclosure: This book was written by Diversity & Inclusion Committee Co-Chair Zenell Brown. This addition was proposed by other Committee Members and she humbly agreed to let us share her accomplishment with you.