

## DETROIT BAR ASSOCIATION

# 25 IN '25

### DIVERSITY & INCLUSION CHALLENGE

The Detroit Bar Association Diversity & Inclusion Committee invites you to continue the activities and practices we started last year. To accept the challenge, please email: [slawkillinger@detroitlawyer.org](mailto:slawkillinger@detroitlawyer.org). You will be invited to participate in virtual meetings where we will check in on our progress and learnings.



#### 1. CULTURAL COMPETENCE

Watch [this video](#) to learn about cultural competency and why it is important.



#### 2. INCLUSIVE LEADERSHIP

Read about how you can become a [more inclusive leader](#).



#### 3. INTERSECTIONALITY

[This article](#) provides information on how to navigate intersectionality in the workplace.



#### 4. NEURODIVERSITY IN THE WORKPLACE

Learn about the importance of [embracing neurodiversity](#) in the workplace.



#### 5. DISABILITY INCLUSION AND ACCESSIBILITY

Here are [some tips](#) for employers to build a disability-inclusive workplace.



#### 6. LGBTQ+ ALLYSHIP AND ADVOCACY

Read about how you can [actively support](#) members of the LGBTQ+ community.



#### 7. BLACK HISTORY MONTH

February is Black History Month. Learn about its origins and ways to observe the month [here](#).



#### 8. INCLUSIVE RETENTION EFFORTS

To improve your retention efforts, [focus on inclusion](#) – not just diversity.



#### 9. MICROAGGRESSIONS QUIZ

Take [this quiz](#) to broaden your understanding of microaggressions at work.



#### 10. MENTAL HEALTH IN THE WORKPLACE

Here are [5 ways](#) employers can improve mental health in the workplace.



#### 11. WOMEN'S HISTORY MONTH

Recognize Women's History Month in March by learning about the [six women](#) who have served as U.S. Supreme Court Justices.



#### 11. EMBRACING EMOTIONS AT WORK

Watch this [TED series](#) that shares why selective vulnerability is the key to bringing your authentic self to work.

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- ☐ **13. AVOIDING MISCOMMUNICATION**  
Watch this [TED-Ed](#) to explore why miscommunication occurs and how to minimize it.
- ☐ **14. LANGUAGE MATTERS**  
For Pride Month in June, learn [why language matters](#) and how to identify and avoid gendered language in workplace communication.
- ☐ **15. WORKPLACE CULTURE**  
Watch this [TED series](#) that shares insight into what makes workers unhappy and how to fix it.
- ☐ **16. EFFECTIVE FEEDBACK**  
Watch this [short video](#) to learn how to give constructive and effective feedback.
- ☐ **17. NAVIGATING GENERATIONAL DIVERSITY**  
Here are [7 tips](#) to effectively meet the evolving needs of different generations in the workplace.
- ☐ **18. ADVANCING INCLUSION IN THE WORKPLACE**  
[This article](#) provides helpful information on why some individuals use pronouns in their email signatures.
- ☐ **19. UNCONSCIOUS BIAS**  
Watch this [short video](#) to learn about ways to reduce bias in your workplace.
- ☐ **20. COURAGEOUS CIVILITY**  
Learn how to be an upstander by activating the notion of "[courageous civility](#)."
- ☐ **21. ELIMINATE RACIST EUPHEMISMS**  
Examine [some common phrases](#) that have racist origins as well as suggested alternative language.
- ☐ **22. WORK-LIFE BALANCE**  
Read some [healthy tips](#) for creating a better work-life balance.
- ☐ **23. CULTURAL RECIPE EXCHANGE**  
Choose someone in your organization to share and exchange a recipe that reflects each of your personal backgrounds.
- ☐ **24. CELEBRATING EVERYONE**  
Discover [actionable strategies](#) to create a more inclusive and thoughtful workplace by recognizing and celebrating holidays, observances, and cultural traditions.
- ☐ **25. IMPLICIT ASSOCIATION TEST**  
Take [this test](#) to acknowledge and understand your own unconscious biases.