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. 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/aMr8XZv

10. NORMALIZE CORRECTION
    Take time to embrace your mistakes:
    https://www.upworthy.com/4-reasons-to-embrace-your-mistakes-as-told-by-a-wrongologist
11. **EMPATHY VS SYMPATHY**
Understand the difference between empathy and sympathy by watching https://youtu.be/KZBTYViDPlQ

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

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.

17. **INCLUSIVE LANGUAGE**
Learn how to use and promote inclusive language in your organization https://blog.hubspot.com/marketing/inclusive-language

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

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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1 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.