

DETROIT BAR ASSOCIATION 21 IN '22 DIVERSITY & INCLUSION CHALLENGE

The Detroit Bar Association Diversity & Inclusion Committee invite you to participate with us in 21 activities or practices during the 2022 calendar year. To accept the challenge, visit detroitlawyer.org/challenge. You will be invited to participate in virtual meetings where we will check in on our progress and learnings.



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

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

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

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

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

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

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

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

- 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

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

DETROIT BAR ASSOCIATION 21 IN '22

DIVERSITY & INCLUSION CHALLENGE

- 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 Brown¹
<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>

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.