

DETROIT BAR ASSOCIATION

22 IN '22

DIVERSITY & INCLUSION CHALLENGE

The Detroit Bar Association Diversity & Inclusion Committee invite you to continue the activities and practices we started last year. To accept the challenge, please email: jvanhove@detroitlawyer.org. 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. 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

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. MENTAL HEALTH AWARENESS
May is Mental Health Awareness month. Take a moment to learn about resources available to help both you and others in ensuring good mental health.
<https://www.mhanational.org/mental-health-month>

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>

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

11. POWER OF STORYTELLING
Simply listen to another's experience of exclusion in the legal profession, remembering to use empathy.

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

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?")

18. ELIMINATE RACIST EUPHEMISMS
Examine sayings you use to ensure they don't have racist undertones <https://bestlifeonline.com/offensive-sayings/>

20. INCLUSION ASSESSMENT
Perform an inclusion assessment for your organization; discuss the inclusion assessment with a co-worker.

22. 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.