



DETROIT BAR ASSOCIATION  
**22 IN '22**  
DIVERSITY & INCLUSION CHALLENGE



**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 Brown<sup>1</sup>

**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>

<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.