The Detroit Bar Association Diversity & Inclusion Committee and Ingham County Bar Association Diversity, Equity & Inclusion Committee invite you to continue the activities and practices that expand your awareness of diverse populations in 2023 with the 23 in ’23 Challenge. There will be Challenge Check-in Calls in March, September, and December with special guest speakers and opportunities to share your experience.

1. **COGNITIVE BIAS AND DECISION MAKING**
   Learn how cognitive biases can negatively impact decision making and how to challenge your own biases.

2. **PUTTING THE “B” IN “DEIB”**
   Why “belonging” is an essential component of any effective DEI strategy.

3. **EQUITY VS. EQUALITY**
   What’s the difference and why is it important to recognize?

4. **HOW TO BE AN ALLY**
   Tips for being an effective ally in the legal profession.
   [https://www.lawjournalnewsletters.com/2021/05/01/professional-development-how-to-be-an-ally-in-the-legal-profession/](https://www.lawjournalnewsletters.com/2021/05/01/professional-development-how-to-be-an-ally-in-the-legal-profession/)

5. **UNDERSTAND AND EMBRACE NEURODIVERSITY**
   Great minds don’t always think alike. Learn how to support neurodiverse colleagues.

6. **IMPLICIT ASSOCIATION TEST**
   To acknowledge and understand your own unconscious biases, take one or more implicit association test.
   [https://implicit.harvard.edu/implicit/](https://implicit.harvard.edu/implicit/)
7. THE URGENCY OF INTERSECTIONALITY
Watch Kimberlé Crenshaw explain how different elements of one’s identity can result in compounded discrimination.

8. MENTAL HEALTH AWARENESS
May is Mental Health Awareness month. Take a moment to learn ways for lawyers to manage anxiety.

9. PRONOUNS MATTER
June is LGBT Pride Month. Take the time to learn why pronouns matter, why they’re not “preferred,” and how to use them appropriately.
https://www.diversitycenterneo.org/about-us/pronouns/

10. UNDERSTANDING AND ADDRESSING MICROAGGRESSIONS
Read some examples of common workplace microaggressions and inclusive alternatives.
https://www.ef.com/wwen/blog/we-are-ef/understanding-microaggressions-in-the-workplace/

11. THE THREE TYPES OF MICROAGGRESSIONS
Learn more about microassaults, microinvalidation, and microinsults.
https://health.clevelandclinic.org/what-are-microaggressions-and-examples/

12. BIAS INTERRUPTERS
Read some examples of bias interrupters that can be implemented in the workplace.

13. NAMES MATTER
Understand the impact of improperly pronouncing someone’s name.

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

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
Practice giving your full attention when others are speaking in a meeting. Don’t check your cell phone, laptop, etc.

17. INCLUSIVE FEEDBACK
8 tips to help ensure you’re providing

18. ELIMINATE RACIST EUPHEMISMS
Examine some popular phrases that have

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.
inclusive feedback.  

19. SYMPATHY VS. EMPATHY
Watch this short video from Brené Brown explaining the difference between sympathy and empathy. 
https://www.youtube.com/watch?v=1Evugu369Jw

20. GENERATIONAL DIVERSITY
Learn how to effectively manage multiple generations in the legal workplace. 

21. WORK TOWARD BEING ANTI-RACIST
Review this continuum with some people from your workplace or an organization you belong to. How is the organization doing in its anti-racism efforts and how can it improve? 

22. INCLUSIVE HOLIDAYS
Learn how to celebrate holidays inclusively at work. 
https://circaworks.com/blog/celebrating-holidays-inclusively-in-the-workplace/

23. CONFRONT YOUR BIASES
Watch DEI advocate and lawyer Vernā Myers’ TED talk stressing the importance of acknowledging and confronting our own biases. 
https://www.youtube.com/watch?v=uYyvbglNZkQ