

DETROIT BAR ASSOCIATION 24 IN '24

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: slawkillinger@detroitlawyer.org. You will be invited to participate in virtual meetings where we will check in on our progress and learnings.



- 1. THE POWER OF INCLUSION**
Watch [“Inclusion starts with I”](#) to understand how inclusion is important to everyone.

- 2. EQUITY VS. EQUALITY**
What’s the difference and why is it important to recognize?
https://www.marinhhs.org/sites/default/files/boards/general/equality_v._equity_04_05_2021.pdf

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

- 4. PUTTING THE “B” IN “DEIB”**
Why “belonging” is an essential component of any effective DEI strategy:
<https://workbravely.com/blog/diversity-equity-inclusion/putting-the-b-in-your-deib-strategy-why-belonging-is-essential/>

- 5. HOW TO BE AN ALLY**
Here are [some tips](#) for being an effective ally in the legal profession.

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

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

- 8. ELIMINATE RACIST EUPHEMISMS**
Examine some popular phrases that have racist origins and suggested alternative language.
<https://www.rwjbh.org/why-rwjbarnabas-health-ending-racism/say-this-not-that/>

- 9. UNDERSTANDING AND ADDRESSING MICROAGGRESSIONS**
Read [some examples](#) of common workplace microaggressions and inclusive alternatives.

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

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- 11. WOMEN'S HISTORY**
March is Women's History Month. Recognize the month by learning about [Arabella Mansfield](#), the first woman lawyer in the U.S.
- 11. INTERSECTIONALITY**
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? How can it improve?
- 13. WHY 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. WHY PRONOUNS MATTER**
For Pride Month in June, learn why personal pronouns matter, why they're not "preferred," and how to use them appropriately.
<https://pronouns.org/what-and-why>
- 15. CONFRONT YOUR BIASES**
Watch DEI advocate and lawyer Vernā Myers' [TED talk](#) stressing the importance of acknowledging and confronting our own biases.
- 16. INCLUSIVE MEETING BEHAVIOR**
Review this [Inclusive Meeting Guide](#) for ideas on actions you can take to make your meetings more inclusive, particularly to those from marginalized groups.
- 17. INCLUSIVE FEEDBACK**
Here are [8 tips](#) to help ensure you're providing inclusive feedback.
- 18. DISABILITY LANGUAGE MATTERS**
[This article](#) provides helpful information on the use of identity-first vs. person-first language.
- 19. SYMPATHY VS. EMPATHY**
Watch this [short video](#) from Brené Brown explaining the difference between sympathy and empathy.
- 20. GENERATIONAL DIVERSITY**
Learn how multiple generations can [work cooperatively and effectively](#) in the legal workplace.
- 21. HUMANIZE DISAGREEMENT**
[This TEDTalk](#) explains how to talk to people you *really* disagree with.
- 22. WORKPLACE DISABILITY INCLUSION**
October is National Disability Employment Awareness Month. Here is a [helpful compilation of resources](#) that promote disability inclusion in employment.

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23. 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.¹



24. INCLUSIVE HOLIDAYS

Many religious and cultural holidays take place in December. Learn more about best practices for hosting inclusive holiday celebrations in the workplace: <https://bestofhr.com/8-best-practices-for-inclusive-holiday-celebrations-in-the-workplace/>.

¹ Full disclosure: This book was written by DBA President and 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.