



Grab a snack!

While you're up, grab
stickers from one of us.
We'll explain. We'll start
promptly at 6:10.



A solid yellow vertical rectangular bar is located on the left side of the slide.

WELCOME

Talks on DEI

DIVERSITY, EQUITY & INCLUSION

is at the core of what
we do!

By the end of the
evening, we hope to
empower you with a
better understanding
of these terms, why
DEI is so important,
and what it means for
you and your sisters.



MEET OUR SPEAKERS



Sallie Daniels

Zeta Kappa
UNCG



Marisa Muñoz

Nu Lambda
UNCW



Kate Vazquez

Zeta Kappa
UNCG

SESSION NORMS

- + Respect
- + Be Engaged
- + Be Understanding
- + Keep an Open Mind
- + Use “I” Statements
- + Lean In to discomfort



ENGAGEMENT DURING THE SESSION



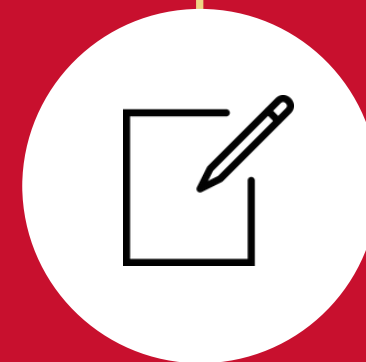
Q&A

Please feel encouraged to use the Parking Lot



POLLS

will be used during the session



NOTES

Please feel free take notes.



AGENDA

- + Let's check in
- + DEI terms
- + Activity 1: Bias
- + Activity 2: Privilege
- + Break Out Session
~ break ~
- + Q&A, Tools & Resources, exit ticket



Let's check in! Go to
menti.com

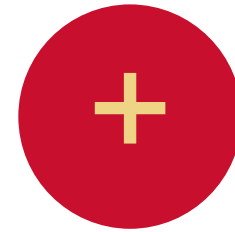
Enter 6569 3710.

(Just minimize, but don't close when
you are finished.)

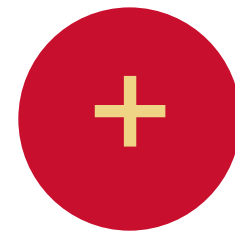


Let's dive in.

Diversity:

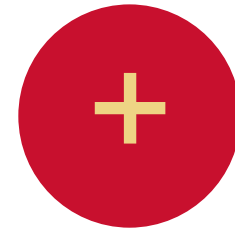


The presence of people that may include different religion, race, gender, sexual orientation and more.



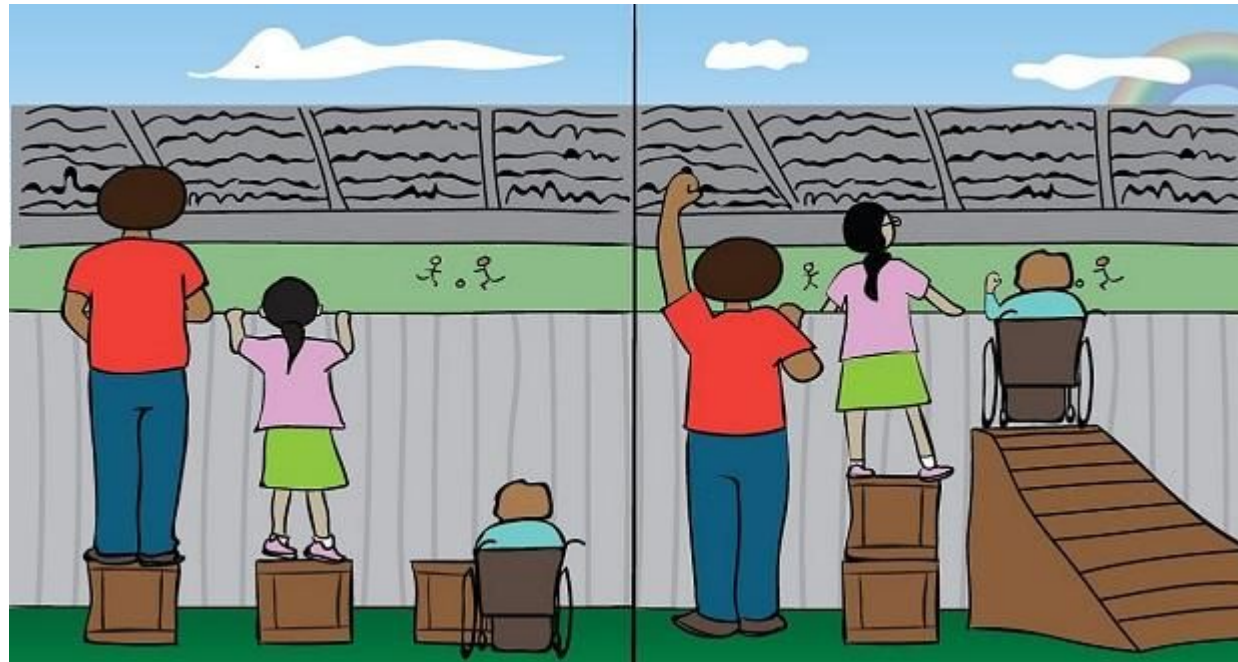
Accepting and valuing differences in backgrounds, experiences, and perspectives

Equity:



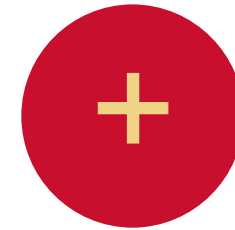
POP QUIZ! What's the difference between equity and equality?

Equity:

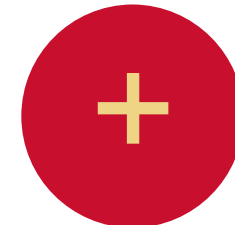


Equality

Equity

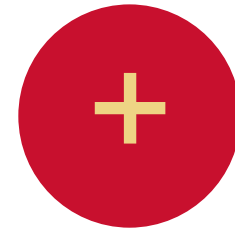


POP QUIZ! What's the difference between equity and equality?

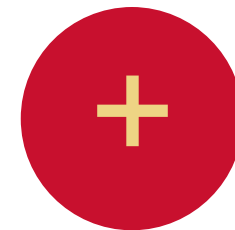


Equality is giving everyone the same thing. Equity is giving everyone what they need in order to achieve the same result. Both concepts are related to fairness with different outcomes.

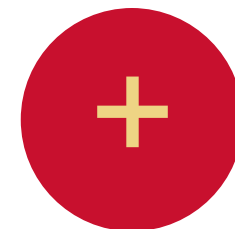
Inclusion:



Creating environments where people feel respected, welcome, supported, and valued

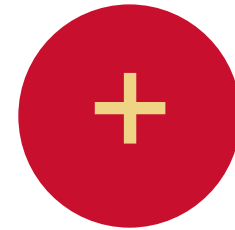


Accommodating different needs or perspectives, and promoting open dialogue

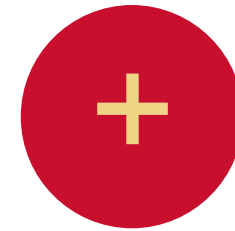


Eliminating barriers, discrimination, and intolerance

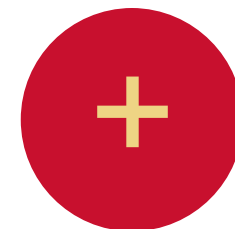
Other words
frequently
associated with
DEI:



Belonging: the outcome of inclusion

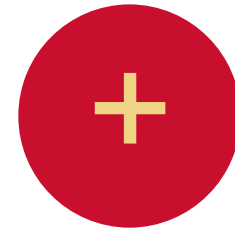


Accessibility: giving equitable access along the continuum of human ability and experience.



Justice: the act of breaking down barriers of racism, sexism, ableism, classism, homophobia, transphobia, etc.

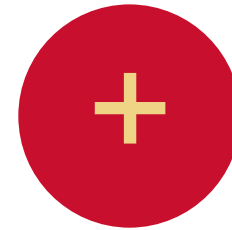
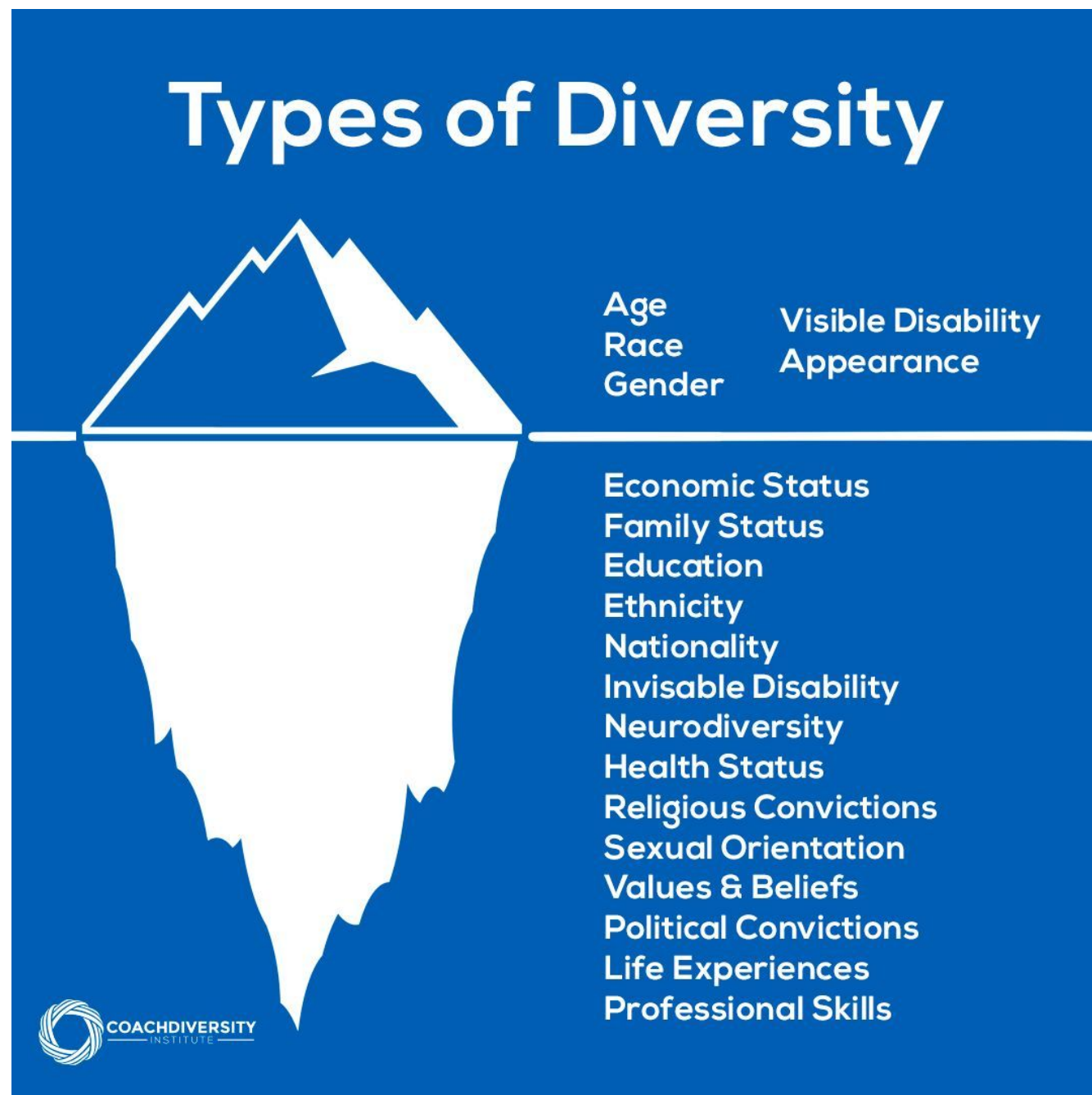
Other words
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DEI:



Bias: disproportionate weight given in favor of or against an idea or thing, usually in a way that is inaccurate or unfair.*

Unconscious bias isn't your fault.

Another word on bias:



Unconscious bias is based on what you can visibly see. Remember, this is your brain grouping things together you the rest of your thought can think.

What do you think confirmation bias might be? What might it look or sound like?

Activity 1:

Bias

1

Outside of your family, think of your five most trusted people. Don't overthink it.

2

Next, list those five people down the left side of your paper. They don't need to be in a particular order. (~5 min)

3

The next step will be group work. When you finish step two, please go back to menti and take the second survey.

As you are working,
please take the second menti
survey.

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Activity 2: Privilege

Privilege:
a special
advantage or
right
possessed by
an individual
or group.

1

Grab a pen, marker/highlighter, or both.

2

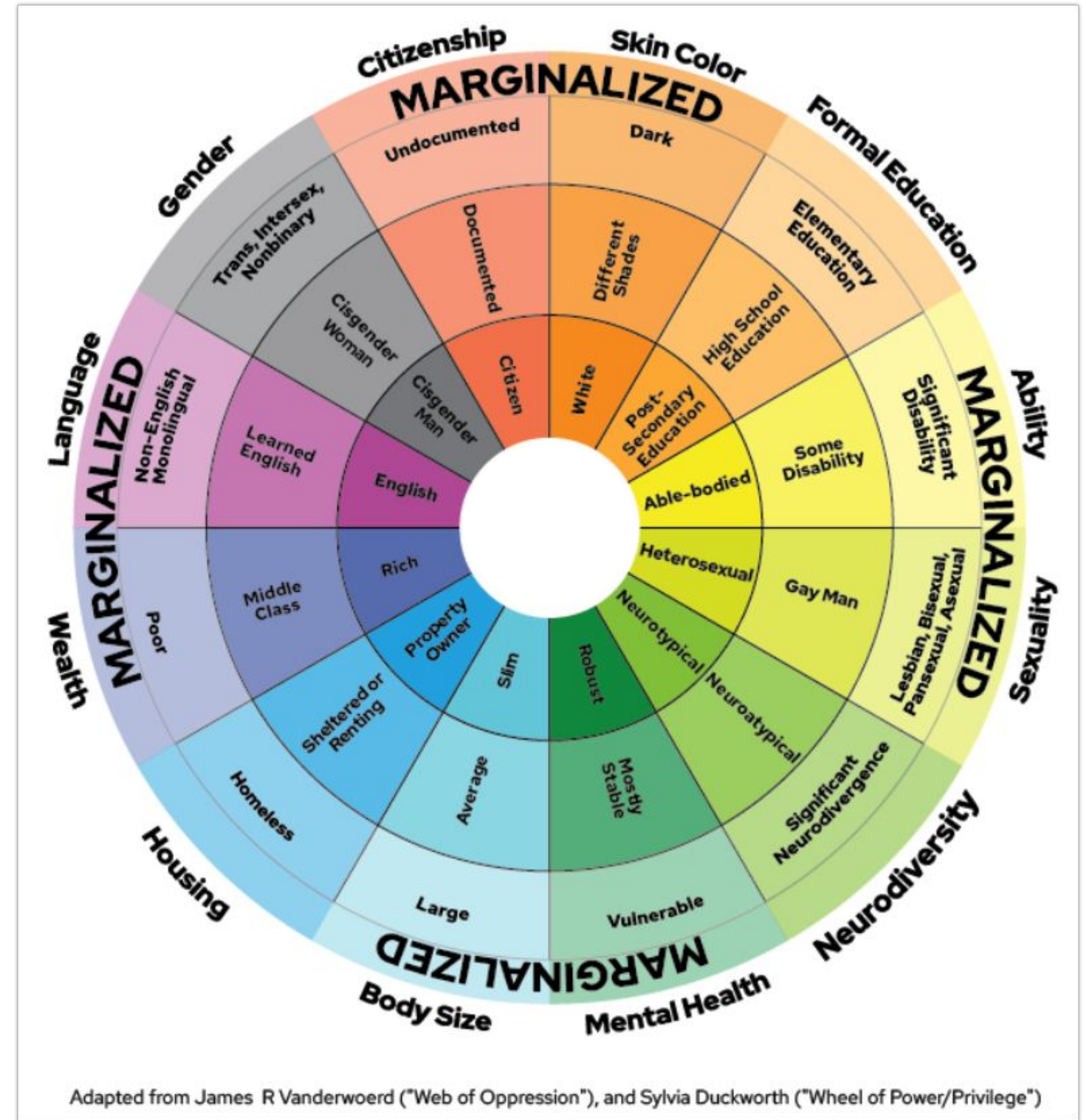
We're going to do this together. Each step will take us only a few minutes.

3

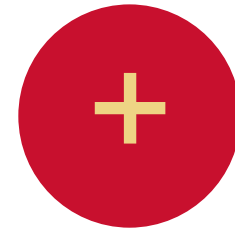
The next step will be group work.

Wheel of Privilege

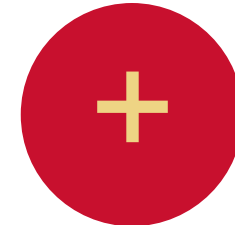
1. Race
2. Citizenship
3. Gender
4. Language
5. Wealth
6. Housing
7. Body Size
8. Mental Health
9. Neurodiversity
10. Sexuality
11. Ability
12. Formal Education**



Intersectionality:



The lens through which you can see where you hold power, where it collides, and where it intersects.



It is the acknowledgement that everyone will bring their own unique experiences of both discriminations and power.

break out: 10 min

BREAKOUT SESSION



Where do you see your own privilege?



Where are your intersections?



Where have you been discriminated against?



What are some surprises you encountered?

Please ensure all sisters have time to share. When you finish, please complete menti #3.

THINK & SHARE

What is one takeaway from today?
How might this change the way you
interact with sisters?

What's something we didn't answer for
you OR something you'd like more
information about?



Your resources:

1

Kate:

As your active DEI chair, please use her as a first point of contact.

2

Advisors:

You are also welcome to reach out to us anytime.

3

National:

Chi Omega has a true commitment to DEI, and has a task force to prove it.

4

UNCG:

In the past, UNCG continues to win the Higher Education Excellence in Diversity Award*.

RESOURCES:

<https://www.aclu.org/>

<https://www.shrm.org/topics-tools/topics/inclusion-diversity>

<https://www.uncg.edu/news/uncg-earns-heed-award-for-sixth-year/>

<https://csd.uncg.edu/graduate/speech-language-pathology-m-a/equity-diversity-and-inclusion/>

<https://apnews.com/article/dei-critical-race-theory-colleges-diversity-db8317ad37931558dd5a396cf5ab3d42>

SPECIAL COMMITTEE ON DIVERSITY, EQUITY & INCLUSION

Mission: To make recommendations to the Supreme Governing Council, after a holistic review of the practices, policies, procedures and member feedback, to ensure a more inclusive and ever-evolving Chi Omega.



27

Active &
Alumnae Chi
Omegas



CHAIR

Joslyn McGriff of
Psi Delta at
Wyoming



EMAIL

dei@chiomega.co
m

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CHAIR

Joslyn McGriff
Psi Delta | Wyoming



CONSULTANT

Marlon Gibson of
Kappa Alpha Order



27

Active & Alumnae
Chi Omegas



EMAIL

dei@chiomega.c
om

Thank you

Any questions?



PLEASE FILL OUT THE SESSION SURVEY
BEFORE EXITING THE WORKSHOP.

- ✓ One menti
- ✓ One feedback sticker
- ✓ One ticket from Kate