



Grab a snack!

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





# 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 ~

+

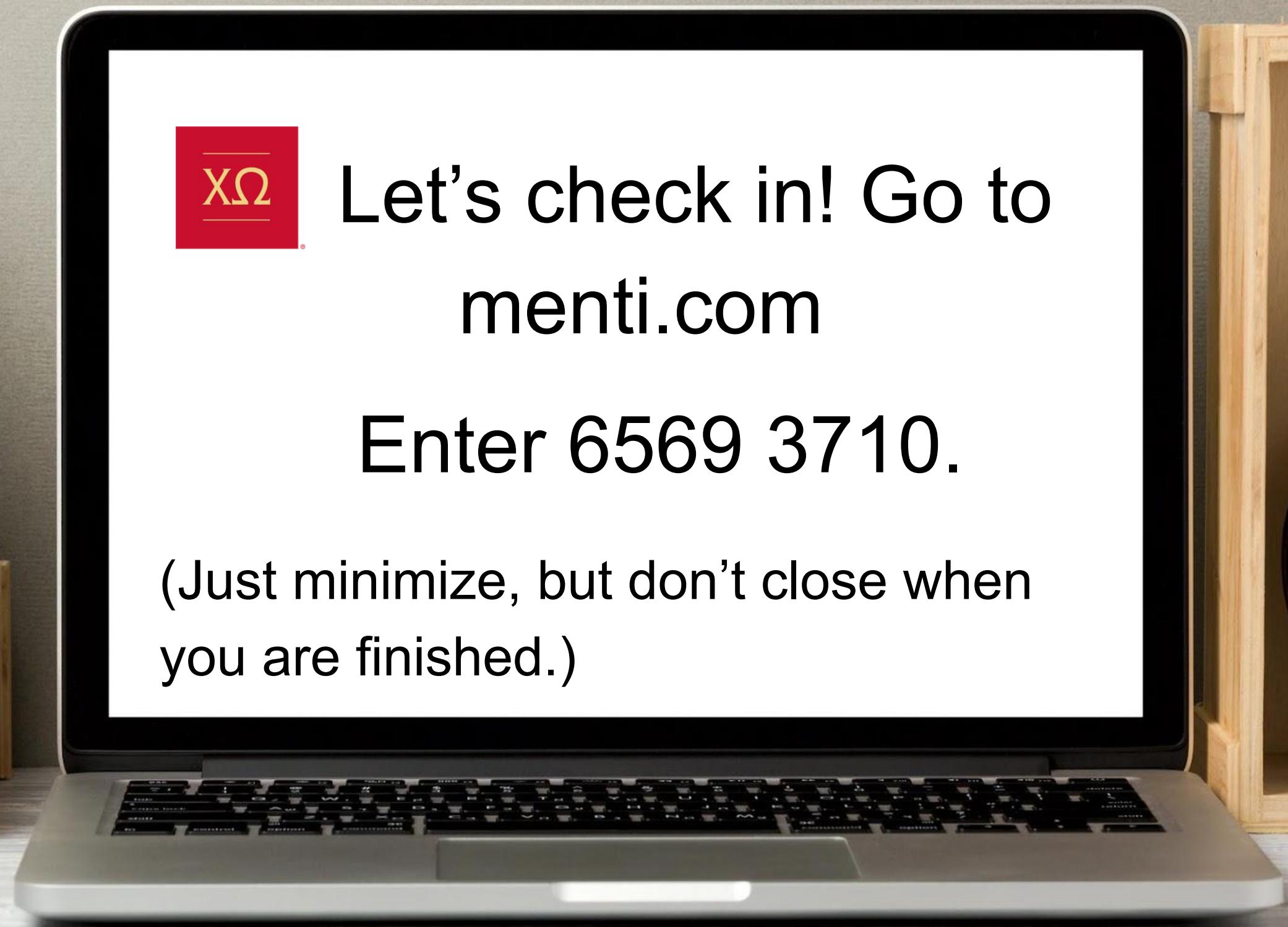
Q&A, Tools &  
Resources, exit  
ticket



Let's check in! Go to  
menti.com

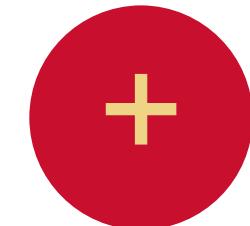
Enter 6569 3710.

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

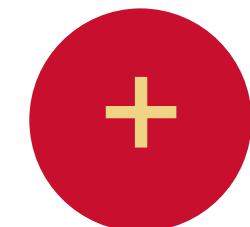


Let's dive in.

# Diversity:

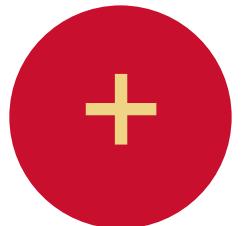


The presence of people that may include different religion, race, gender, sexual orientation and more.



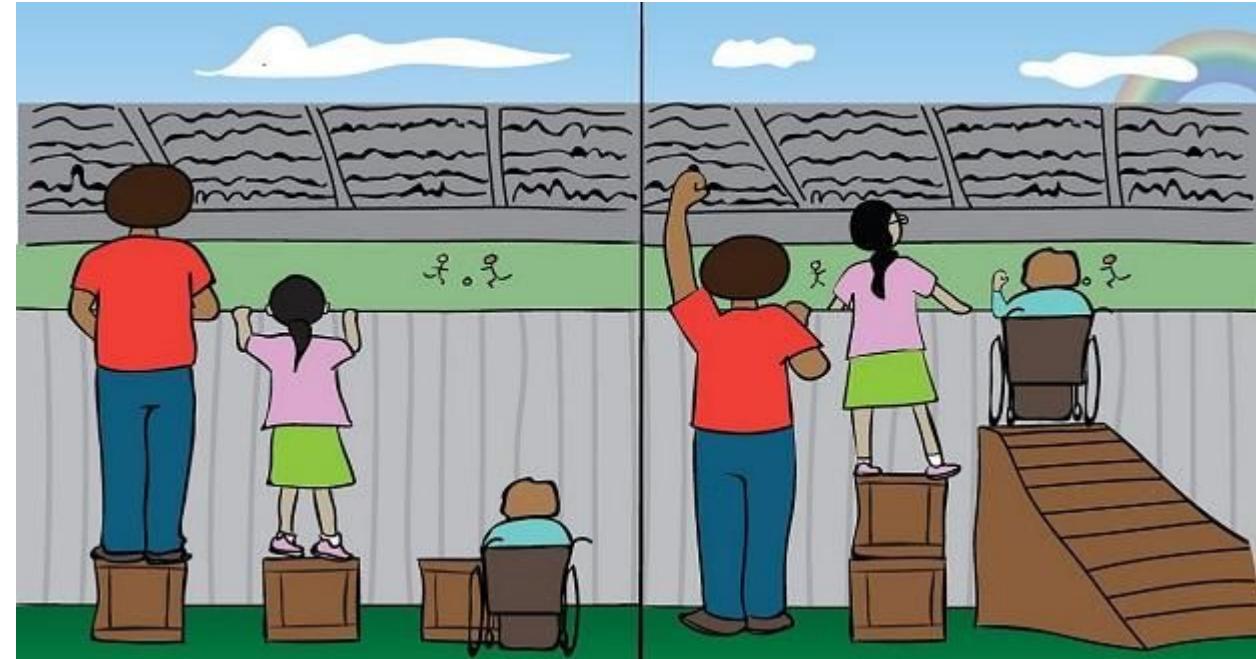
Accepting and valuing differences in backgrounds, experiences, and perspectives

# Equity:



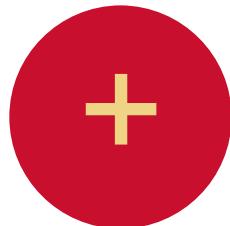
**POP QUIZ!** What's the difference between equity and equality?

# Equity:

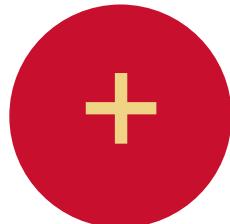


Equality

Equity

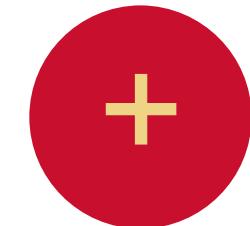


**POP QUIZ!** What's the difference between equity and equality?

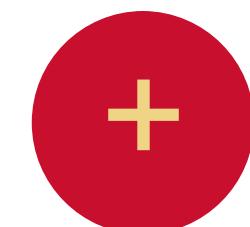


Equality is giving everyone the same thing. Equity is giving everyone what they need in order to achieve the same result. Both concepts are related to fairness with different outcomes.

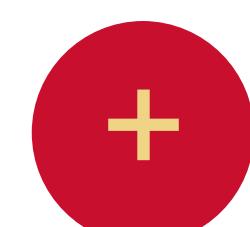
## Inclusion:



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

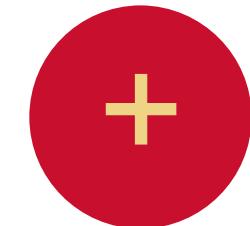


Accommodating different needs or perspectives, and promoting open dialogue

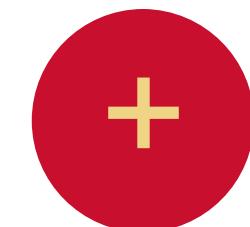


Eliminating barriers, discrimination, and intolerance

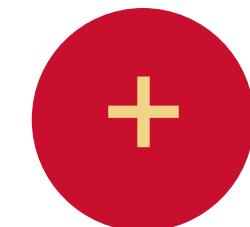
Other words  
frequently  
associated with  
DEI:



Belonging: the outcome of inclusion

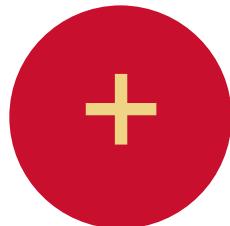


Accessibility: giving equitable access along the continuum of human ability and experience.



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

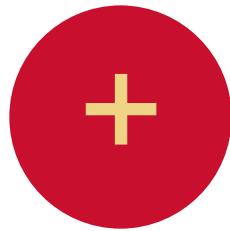
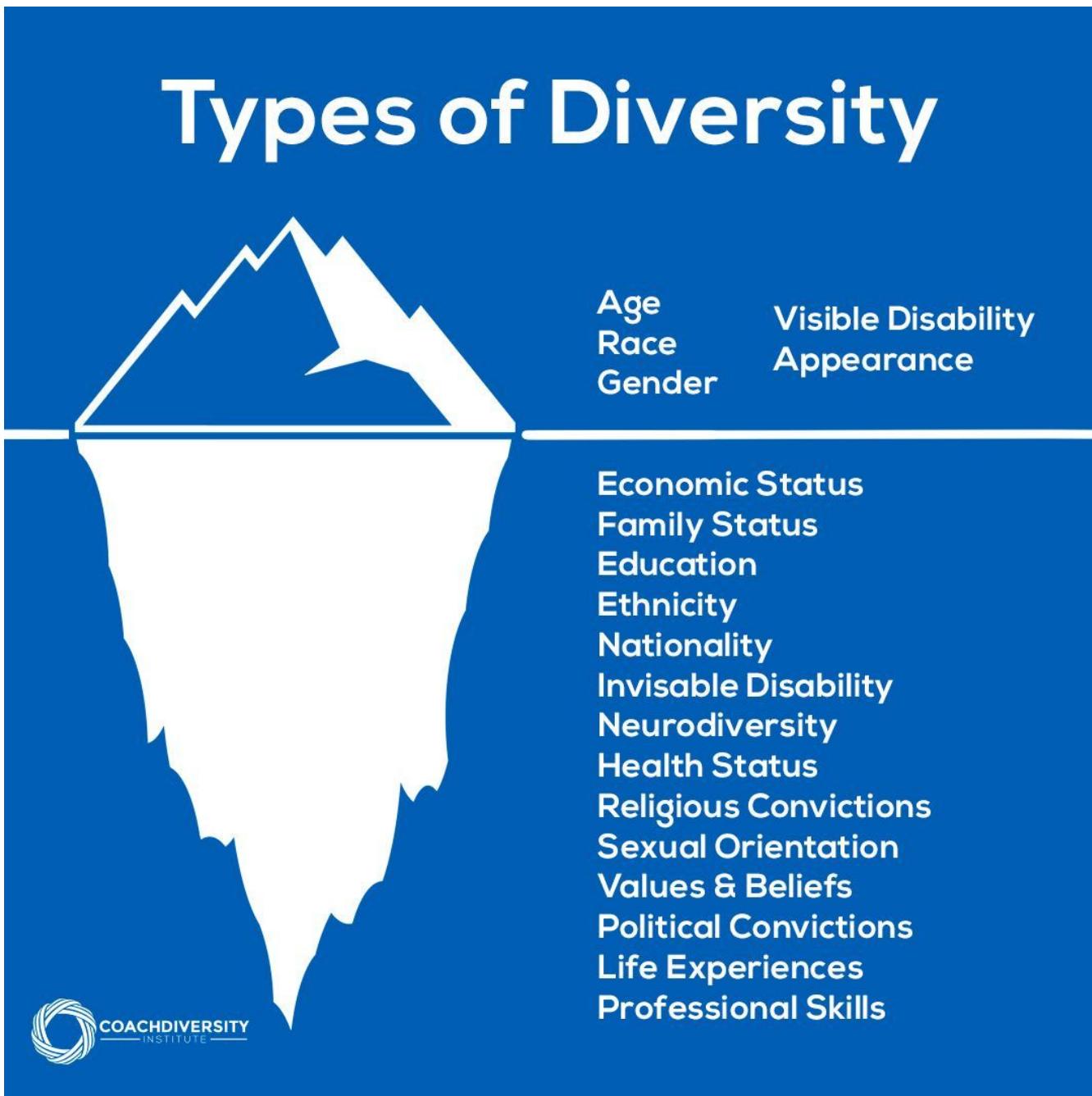
Other words  
frequently  
associated with  
DEI:



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
- 2
- 3

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

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

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 men-  
toring  
survey.

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## Activity 2: Privilege

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

- 1
- 2
- 3

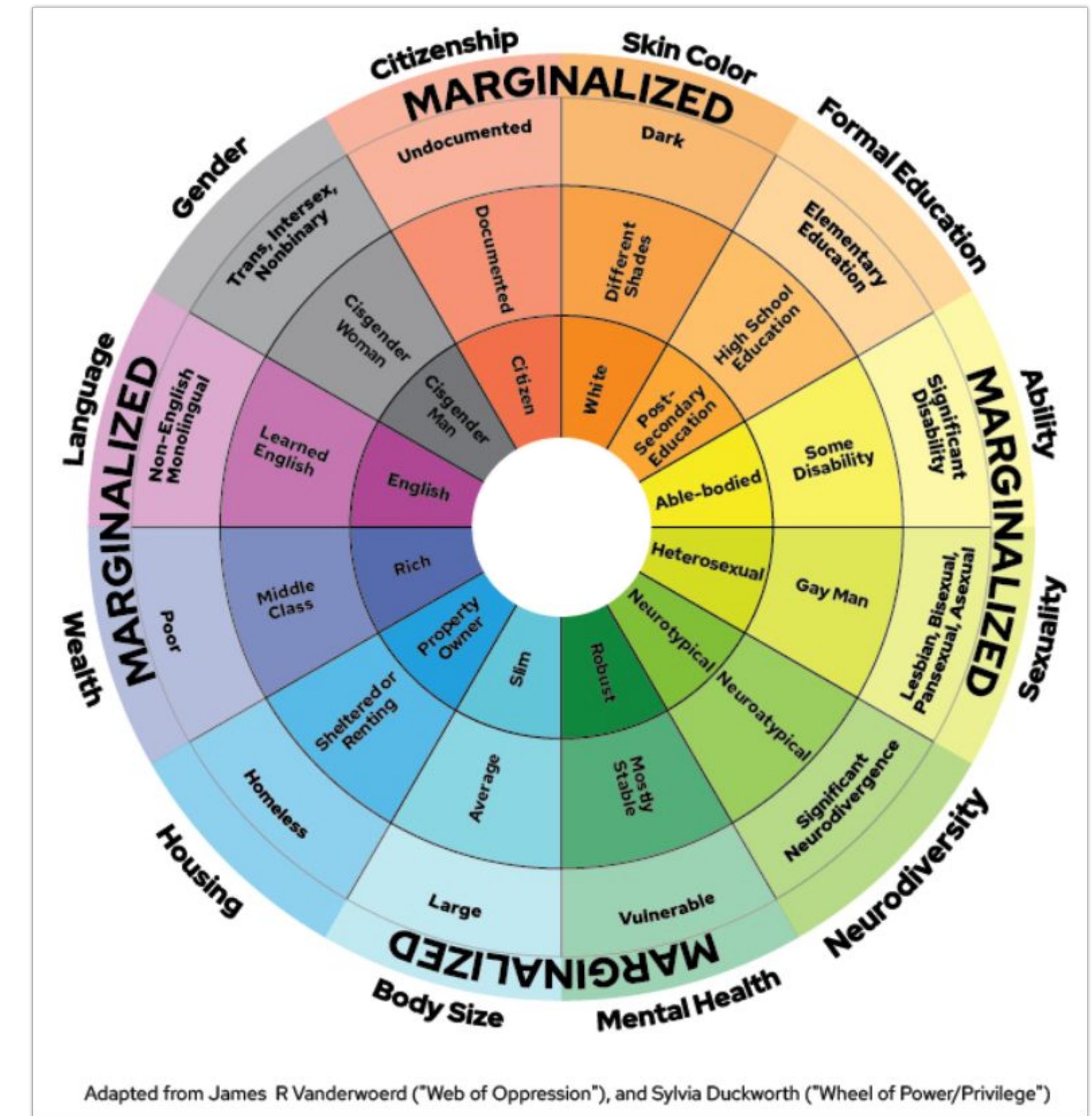
Grab a pen, marker/highlighter, or both.

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

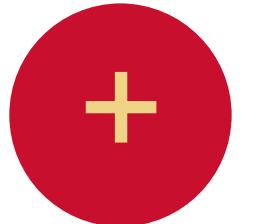
The next step will be group work.

# Wheel of Privilege

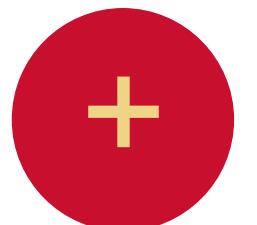
1. Race
2. Citizenship
3. Gender
4. Language
5. Wealth
6. Housing
7. Body Size
8. Mental Health
9. Neurodiversity
10. Sexuality
11. Ability
12. Formal Education\*\*



# 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?

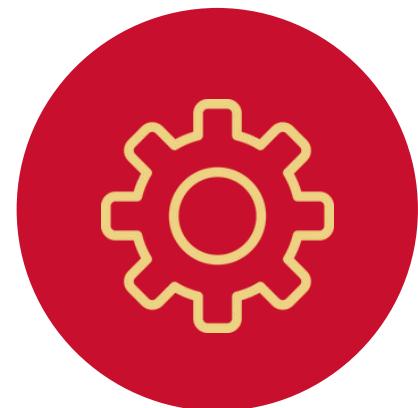
Where have you been discriminated against?

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.com](mailto:dei@chiomega.com)  
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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.com](mailto:dei@chiomega.com)

Thank you

Any questions?



PLEASE FILL OUT THE SESSION SURVEY  
BEFORE EXITING THE WORKSHOP.

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

