

Exercise: Defining DEI

Name of Organization _____

Board DEI Committee Members: _____

Date Exercise Completed: _____

Decide which diverse communities you will focus on through your Board Diversity Initiative. Use your existing knowledge of your community; your clients, staff, board, donors, and volunteers; and your field to make this decision.

Instructions

Write the diverse communities or characteristics that you will focus on in your Board Diversity Initiative here:

Discuss what diversity and inclusiveness mean to your organization and try to come to consensus about these definitions. You may wish to use the following questions to further your discussions of these terms:

- What words, phrases, or images come to mind when you hear the words diversity, equity, and inclusion?
- What does an inclusive and/or diverse organization look and feel like?
- How can we communicate our vision of a DEI organization through our definitions?

Draft your organizational definitions here:

Diversity:

Equity:

Inclusion: