What is EDI?

Efforts taken by organizations to understand and reduce systemic barriers to entry, participation, and advancement within their own organizations.
Equity

Acknowledgement of advantages and barriers people have that are out of their control, and the processes intended to address that inequality.
Diversity

The presence of difference amongst the members of an organization or collective, particularly difference in identities.

when you meet a new diverse group of people with different views and opinions and you all find out you have similar interests!!!
Inclusion

A feeling of being welcomed and valued within an organization, particularly for those identities that are most often marginalized or excluded.
How to improve EDI
Understand the issue

● Figure out where your organization stands
● Who, if anyone, is being left out?
● How do your processes and culture affect your officers and volunteers?
● Who typically moves up the ranks, how, and why? Who doesn’t?
Recruitment

- Encourage diverse candidates
- Avoid unintentional biases in appointing volunteers
- Create new volunteer, council, or executive positions
Language

- The words you use are important
- Avoid slurs and dehumanizing language
- Debate ideas not people
- Avoid devaluing the input of others
WILL YOU SAY THAT IF YOU KNEW... 
YOUR WORDS HAVE POWER.

The words you use may hang an impact on others. Consider the power of your words on your loved ones, and consider different ways that you can communicate the same message. If you are offended by someone's language, engage them in a discussion. Ask them why they spell the word you heard. Together, sharing what's right and wrong, we can help others see the power of their words.
Behavior

● Take care to value all voices at the table
● Avoid interrupting, talking over, and ignoring others
● Give credit to others’ ideas
Allyship

- Support those being treated unfairly
- Call out vs. call in
- being a powerful voice *alongside* marginalized voices, and helping to *amplify* those voices
Alexandra Ocasio-Cortez 🔄 @AOC - Mar 5, 2019
Replying to @AOC
It's not my position to tell people how to feel, or that their hurt is invalid.

But incidents like these do beg the question: where are the resolutions against homophobic statements? For anti-blackness? For xenophobia? For a member saying he'll “send Obama home to Kenya?”

Alexandra Ocasio-Cortez 🔄 @AOC
In this administration + all others, we should actively check antisemitism, anti-blackness, homophobia, racism, and all other forms of bigotry.

And the most productive end goal when we see it is to educate and heal.

It's the difference btwn “calling in” before “calling out.”

13.6K 7:41 AM - Mar 5, 2019

2,495 people are talking about this
Mentorship

- Actively mentor underrepresented identities to help them advance in the organization
Questions?