

A Beginner's Guide to DEI

A Handbook Created by the
DEI Advocacy Ambassadors to
Teach Others About Diversity,
Equity, and Inclusion



Developmental Disabilities
Planning Council

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Welcome

Self-advocates created this handbook to lead people with intellectual and developmental disabilities into the conversation of Diversity, Equity, and Inclusion.

We hope to do this by education, developing empathy for those who experience discrimination, and building acceptance of all people. Please put aside your fear, bias about people, and be open to learning.

At the end of each chapter there is a takeaway statement. This is the most important piece of information we hope you remember and act upon. Even if you do not remember all the information in this book, our hope is that you will walk away after reading it being better able to show others kindness, respect, and celebrate differences.

Respectfully,
The DEI Ambassadors



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CHAPTER 1

Introduction to Diversity, Equity and Inclusion



Artwork By Jessica Campbell



INTRODUCTION TO DIVERSITY, EQUITY & INCLUSION

The world is filled of people from diverse cultures, religions, and backgrounds. Living in a community means being with lots of different people. Some people are not treated fairly. It is up to all of us to learn more about this. Our self-advocacy group has started a journey to learn about **Diversity, Equity, and Inclusion**. This guide will help you learn about DEI and why it is so important.



What is Diversity?

DIVERSITY means each person is unique. There are many differences among us. There are some differences you can see and some you cannot.

People can be diverse in their GENDER

People can be male, female, and non-binary. Non-binary means a person does not identify as male or female within the male/female binary.



People can be diverse in their ABILITIES

People have different abilities in learning, vision, hearing, handling emotions, and mental and health abilities.



People can be diverse in their RELIGION

There are over 4,000 religions in the world.



People can be diverse in their RACE

There are six groups of races a person can belong to Hispanic/Latino, American Indian or Alaska Native, Asian, Black, or African American, Native Hawaiian or Other Pacific Islander, and/or White. A person can connect to two races. This is known as mixed race.



People can be diverse in their **SEXUALITY**

Sexuality means a person's identity in relation to the gender(s) to which they are typically attracted. Rainbow colors are used to represent pride for the LGBTQ+ community. The letters and symbol of LGBTQA+ represent people's sexuality and gender identity.



People can be diverse in their **FINANCES**

Finances mean money. Some people may have a lot of money and some people may have little.



DIVERSITY includes acceptance and respect. It means understanding that everyone is unique, and we should accept and embrace our differences.



What is EQUITY?

EQUITY means that everyone has what they need to be successful.

In this picture everyone has one box to reach the apples in the tree. People might think this is fair because everyone was given one box. However, two people still cannot reach the apples.



To have EQUITY everyone might need something different. In this picture one person was given one box, another person was given two boxes and another person was given three boxes.

Everyone can now reach the apples and has access to them!

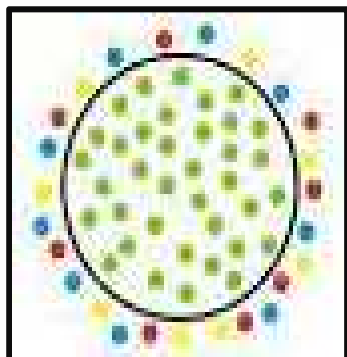


This is what EQUITY means. Everyone getting what they need to have access to the same opportunities.

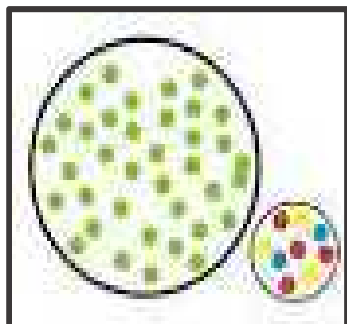


What is Inclusion?

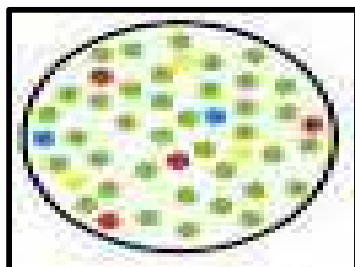
INCLUSION means making people feel included no matter who they are or where they come from. It is the idea that everyone belongs and has value. We all want to feel included and not left out.



EXCLUSION: In this picture, blue, yellow, and red dots are excluded from being with the green dots in the circle. Blue, red, yellow dots face **EXCLUSION**.



SEGREGATION: Blue, yellow, and red dots can only stay together in a separate circle and green dots only spend time with green dots. Blue, red, yellow dots face **SEGREGATION**.



INCLUSION – Blue, yellow, red and green dots are together, and are all together in the same circle with no separation. Everyone is experiencing **INCLUSION**.

The picture of **INCLUSION** shows that everyone can be together in one place, enjoying time and the space together.

We have learned the meaning of all three words: **Diversity, Equity, and Inclusion**. A shorter way to say these words is **DEI**.





I am a good person and I always try to do the right thing. Why do I have to learn about DEI?

Sometimes we may be unfair to others even though we think we are right. Learning and understanding DEI will help you to treat others equally and fairly. This will help them feel valued and included.



This guide will help you to learn more about DEI. At the end of each chapter, there will be a fun activity to complete. This will help to learn and reflect on the information presented

You will also find a dictionary at the end of the guide. This will help you to understand some of the words that might be new and challenging.

Each chapter will also have a takeaway. These takeaways are the steps to help you to become a strong self-advocate, leader, and DEI Advocacy Ambassador.



Takeaway: Be open to learning about DEI.



ACTIVITY #1

Identity – Draw or write about yourself! Include all the parts of yourself that you identify with being YOU!



Time for Self-Reflection:

- ⇒ Do you think there are parts of yourself that are like others? Are there things that are different?
- ⇒ When learning about the subject of Diversity, Equity, and Inclusion (DEI), share what you would like to learn about most.
- ⇒ How will our lives be better by learning about DEI?



CHAPTER 2

Assumptions, Stereotypes and Slurs



People may think that they know something without having any proof. This is what is known as **ASSUME**.

People make **ASSUMPTIONS** about others. This means they have thoughts, ideas, or opinions without knowing if it is true.

ASSUMPTIONS can hurt people.



For example, Carlos read about a new job opportunity. He calls about the new job and tells the hiring person that he is 60 years old. When the person hears this, he tells Carlos the job is unavailable.

This person assumed because Carlos is 60 years old that he will not be able to do many parts of the job.

STEREOTYPE means thinking that everyone belonging to one group shares the same qualities.

People may see a person and connect them to a group.



For example, Ryan has Autism.



When Laney meets Ryan and learns he has autism, she begins to make assumptions about him. She thinks he will not be able to communicate. She also may think he cannot have relationships with others. Because of this, she avoids Ryan.



She did not get to know Ryan. She had many thoughts about him, but not facts. She stereotyped him as what she might have learned about an entire group of people.



People believe stereotypes. Believing in stereotypes leads to the way we treat people. This discriminates and hurts people.

There are many other stereotypes about people because of a person's race, religion, age, disability, gender, orientation, and/or background.

There are many examples of stereotypes as follows:

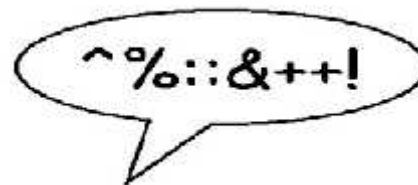
People from China created COVID-19.

People from Italy are involved in MAFIA/criminal activity.

People with depression are lazy.



All these statements are untrue and hurt people.



People also use words about groups to discriminate and hurt them. These words are called **slurs**.

SLURS are words about groups that are used to discriminate. **Slurs** hurt people.



For example, people have used the “R-word” to hurt people with intellectual disabilities.





When people use the “R-word” in their talk it hurts people with intellectual disabilities. Using that word in any way is hurting people because it keeps the word negatively used. This is why many people work hard to ask people to stop using this word.

A slur can also be written or drawn.



For example, people who practice the Jewish go to temple. There are those that want to hurt people who are Jewish.

To show their hate, they draw a slur on temples or other property. It is a symbol called a swastika. A swastika was a symbol that represented people who hurt the Jewish community. People draw this symbol as a sign of hate. It hurts Jewish people to see this slur.



Slurs make people feel bad. Advocate for others by respectfully telling others when they use a slur.

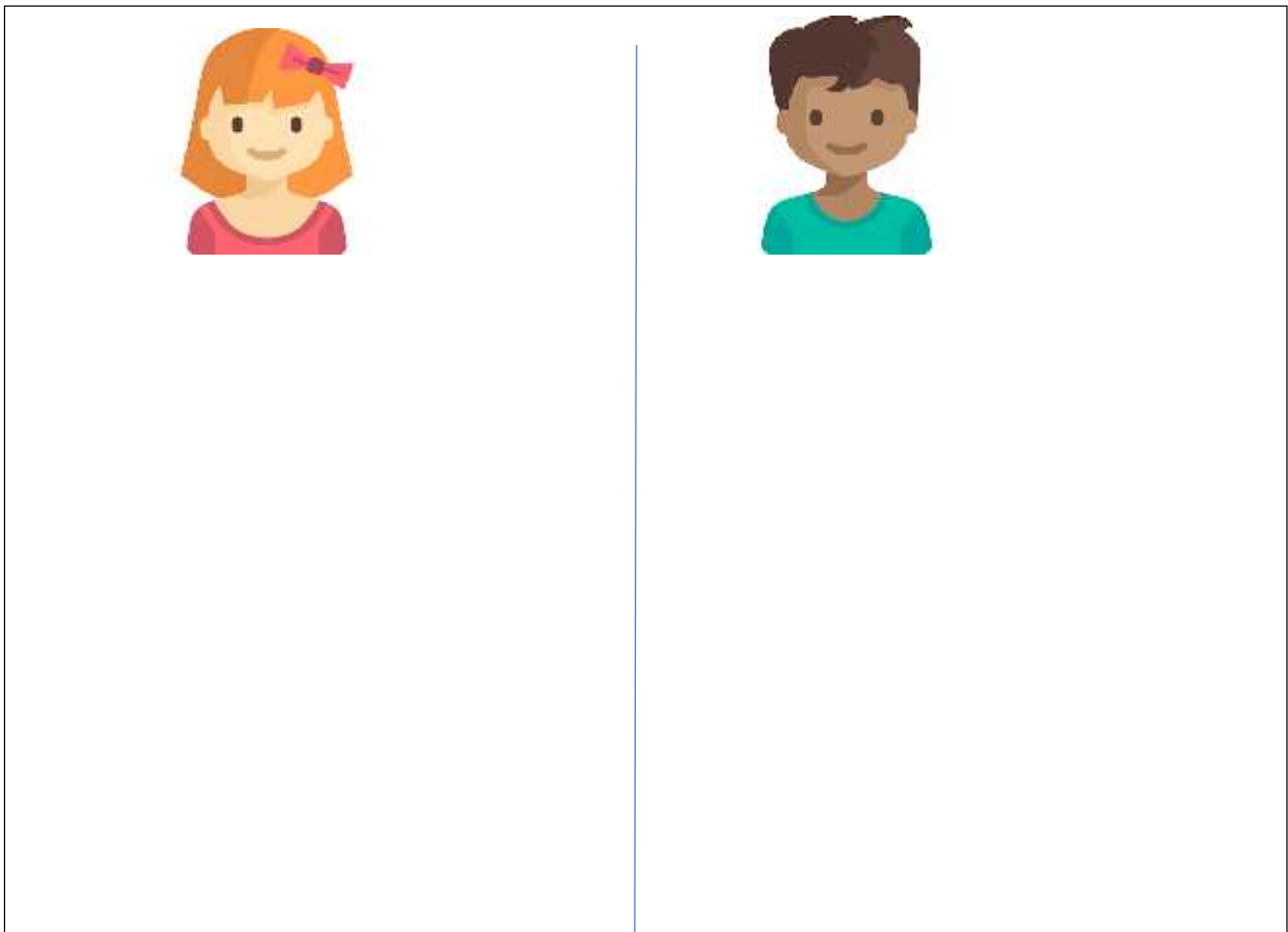
If someone says you have used a slur, you can ask more about it. Understand that maybe you did not know that it was one. **Once you know, you should stop using it.**



Takeaway: Speak and act kindly



Activity: Imagine you are going to a birthday party for these two people that you do not know. Draw or write at least five gifts you would give them?

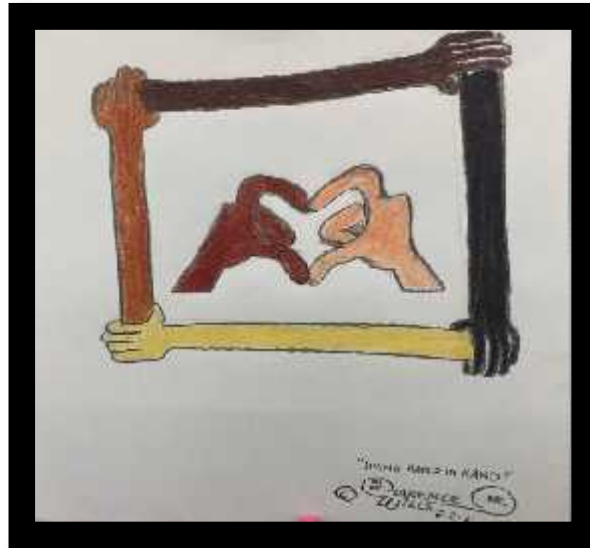


- ⇒ Many people would purchase dolls, clothing, and cooking toys, for a girl. Many people would purchase trucks, blocks, and toy guns for a boy. Do you think these are stereotypes based on gender?
- ⇒ How can we challenge ourselves to move past stereotypes?
- ⇒ When you hear someone use a slur, how can you respectfully tell them they should not use that word?



CHAPTER 3

Discrimination



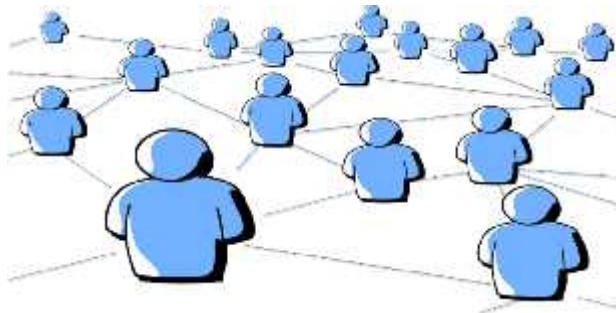
'Living Hand in Hand' Artwork by Clarence Wills



DISCRIMINATION means treating people poorly because of who they are.



People live in a community and many communities together create a society. **All people are a part of society.**



Society has rules and decisionmakers. Society should help everyone get what they need, but that does not always happen.

Sometimes society treats people badly because of who they are.

This makes life hard for that group of people and these groups do not get the same chance to succeed.

Discrimination is **not** just one person being mean or arguing with someone else.





Discrimination happens when the person is being mean because of the person's gender, race, age, sexual orientation, religion, and/or ability.



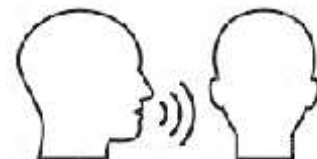
Sometimes, we learn to discriminate without even knowing it. This can be because of what we have heard from other people.

People develop an **implicit bias**. **Implicit bias** is the unconscious attitudes and stereotypes that exist within us. This means the way we act towards others without even knowing we are being unfair. Implicit Bias can exist in the criminal justice system (police and courts), workplace, schools, and in the healthcare system.



When we went to school, we only learned about the good things some people did. We did not learn about the good things **all** people did. Different abilities, religions, genders, or races were not always included.

Sometimes we learn to **discriminate** by hearing from our families and friends. This is not okay.



We need to take the time to learn about others, even those who look, act, and think differently. It is important to act respectfully and treat everyone equally.



Examples of Discrimination:



Peter has an apartment to rent and puts an advertisement in the paper. One day Jack, a man who uses a wheelchair comes to see the apartment. Peter does not rent the apartment to Jack because he thinks Jack does not work and will not be able to pay the rent. Jack was **discriminated** against because Peter made assumptions based on him using a wheelchair.



Claire does not have a lot of money. Her clothes often are worn out. When she went shopping in a store, the security guard followed her around to see if she was going to steal something. Claire was **discriminated** against because of her financial status.

In both examples, a person assumed something about the person and then **discriminated** against them.





People face discrimination differently. Their identity of race, gender, sexuality, religion, and ability will shape their experience. A person may connect to more than one group that is discriminated against.

For example, Juan is a Black man who has a disability. He is also a gay man. He may face discrimination based on his race, sexuality, and ability. His experience is unique to him.

This is an example of **INTERSECTIONALITY**. Intersectionality is the experience of living with multiple identities.



You may not always know when discrimination takes place. That is okay.

It is important to listen to all people so you can learn what situations are hard for them.



By listening to others, you can learn to speak up when you see discrimination happening. You can also teach others about treating people equally.



Takeaway: Treat everyone equally



Activity: In the news there are many stories about discrimination. Write or draw a headline about discrimination that you have heard.



The Daily Paper

Article by:

 Time for Self-Reflection:

- ⇒ How did the headline you wrote about, make you feel?
- ⇒ Was there a time when you were discriminated against?
- ⇒ Do you think some groups face discrimination more than others?
- ⇒ How can you show support to a person who might feel discriminated against?



Chapter 4

Ableism



Artwork by: Clarence Wills



ABLEISM is discrimination against people with disabilities.

What is a disability?

Disability is just another way for someone's mind and/or body to be. A disability can affect how a person:



- sees
- hears
- thinks
- communicates
- moves
- interacts

Often people with disabilities are left out. They are left out because the world is not built with them in mind. Sometimes, it is so common to be left out that you might not even notice it is happening.



A lot of buildings are built so people who use a wheelchair users cannot get in



Newspapers are printed too small for people with low vision to read.



Car systems are made for people of a certain height.



Accommodation means a change of environment, format, or equipment that allows a person to have access. Everyone in the world uses accommodations.



For example, most buildings have stairs because most people can walk and use the stairs. Streets have lights when it is dark because most people who can see cannot see at night and need light.

This is how the world is creating accommodation for most people.

Example of Ableism.



Lin is having a party. Lin's friend Asha uses a wheelchair. Lin wants to have her party at a restaurant. The restaurant does not have a ramp and Asha cannot get in.

Lin decides to have the party there anyway. Lin was an ableist without knowing it.

Lin could have made different choices by her friend such as finding a restaurant that was accessible.



There are more ways that society may be encouraging **Ableism**:



A person might not hire a person with a disability because they think there would be too many accommodations to make.



Society might treat people with disabilities like children even when they are adults. They might try to control their life.



Accommodations and services are help from society. Having help from society can cost a lot of money. The government pays for help and accommodations with the Medicaid program. But usually, people can only get Medicaid if they are poor. If a person with a disability needs

Medicaid, they usually must stay poor.



There are people with disabilities who may discriminate from the same group they are from. A person with a disability might put down another type of disability.



I am in a wheelchair, but I am smarter than you!



I have an intellectual disability, but at least I can walk.

Both people are not being respectful. They can advocate for themselves without hurting another person.

When talking about people with disabilities we should use person first language. Examples of person first language include:



We should not say, “My epileptic friend James”



We should say, “My friend James, with epilepsy.”

When talking to or about a person with a disability, you cannot go wrong if you remain courteous, respectful, and always remember that a disability **is not** a person. A person is a person! We should call people how they want.



Takeaway: Be sensitive to other people's abilities



Activity: There are many accommodations to support people of all abilities. Draw or write about an accommodation you think should be available to everyone.



Time for Self-Reflection:

- ⇒ If you feel comfortable, please share a time where you experienced ableism?
- ⇒ Was there a time that you might have added to ableism?
- ⇒ How can you advocate for your above accommodation to be added to our environment?



CHAPTER 5

Gender Bias



GENDER means male, female, or non-binary.

BIAS are beliefs that are not true about someone or about a particular group of individuals.

GENDER BIAS means discrimination to someone because of their gender.



When people are born, people say “It’s a boy!” or “It’s a girl” based on what the body looks like.

People do not have to identify as a boy or girl just because of what their body looks like. Sometimes a person does not identify as a boy or a girl.



NON-BINARY means that someone knows they are not a boy or a girl.

Sometimes, a person does not identify with a gender. Sometimes, a person feels like different genders at various times.

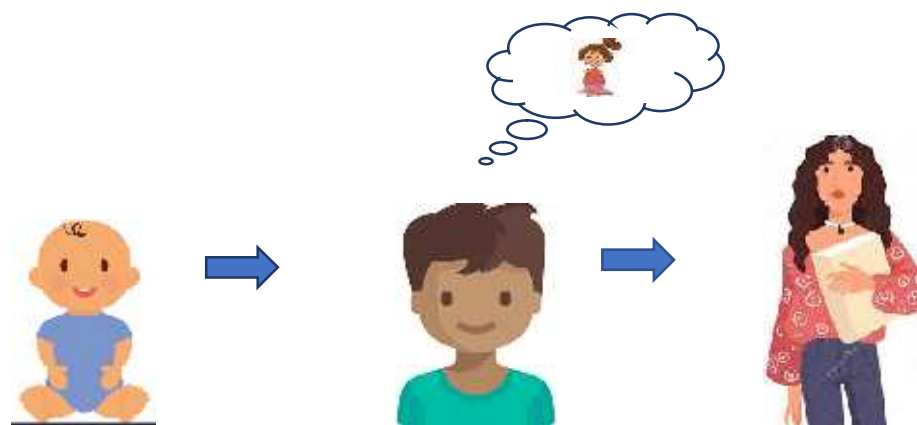
TRANSGENDER means that your gender is different than people thought when you were born

CISGENDER means that your gender is the same as people thought when you were born.





Marcos is **cisgender**. Marcos was born a boy. When he was little, he identified as a boy. Now, Marcos lives his life as a man.



Angel is **transgender**. Angel was assigned male at birth, but she identified as a girl. She told everyone that she was a girl. Now Angel lives her life as a woman.

People discriminate against **transgender** and **non-binary** people.



Although, when born, Angel was assigned a boy, she knew she was a girl. Angel is living her life as a woman.

Angel's family does not agree or believe Angel and her feelings. They still feel Angel is a boy, even though this upsets Angel.



When Angel's family uses pronouns. They say he, him, his. This hurts Angel. Angel's family is **Transphobic**. **Transphobic** is when you discriminate against transgender or non-binary people.



Angel is transgender and going to high school. Her school has made rules about bathrooms.

The rule is that Angel must use the boy's bathroom even though she is living her life as a woman.



Lots of schools have rules like this and states are making rules like this too. These rules are unfair to transgender and non-binary people.

Names

When we first meet someone, we may learn their name. Their name is special, and we should learn it.



If we cannot say their name, we should practice it. You can always ask for help to learn their name. We should not call them anything else but their name.

Sometimes a person might change their name. If they change their name, we should not call them by their old name. We should learn their new name.



Pronouns

We use pronouns to talk about people without using names. For example, words like he or she. Pronouns do not tell you anything else about them. It is only how they want to be called.

Some women use the pronouns:

SHE, HER, and HERS

For example: Susan lost her wallet. Can you please help her get it back? She really needs it.



It is important to know that all women do not use these pronouns.

Some men use the pronouns:

HE, HIM, and HIS

For example: Sile lost his wallet. Can you please help him get it him get it back? He really needs it.



It is important to know that all men do not use these pronouns.

Some people want to use the pronouns they, them, and theirs.

THEY, THEM, and THEIRS

For example: Angel lost their wallet. Can you please help them get it back? They really need it.



You may meet a person whose pronoun you have never had heard of before. This may make you feel confused.



You can still use these pronouns to talk to and about them. You use the pronouns instead of he, she, or they.



Some pronouns that are used are: Ze, hir, and hirs.

For example: Jorge lost his wallet. Can you please call hir? Ze really needs it.

There are many other pronouns.

***If you do not know how to use someone's pronoun, you can ask them for help.**



Can you give me an example of how to use your pronoun in a sentence?



The most important thing is to respect the name and pronouns of everyone you meet and that their pronoun does not tell you anything else about them.

SEXISM is discrimination that is against all women.





Throughout history, women have faced discrimination. When America was created, it was 1776 and women could not vote. Society said they could vote in the year 1920. That is almost 150 years of not being able to vote!



Today, women still face discrimination. For example, Mindy and Christopher both work as a manager for 2 years. They both are doing an excellent job! Christopher makes more money than Mindy.

This business is discriminating against Mindy by paying her less because she is a woman.



Some businesses may also discriminate someone who is transgender. For example: A business pays men more than woman.

Casey was born a girl but felt like a boy and now lives life as a man. He is transgender. They are paying him the same salary as women.

This business is being sexist and transphobic to Casey. They are not respecting the gender he chooses and paying him less as he identifies as being a woman.



It is important that people and society treat people equal.



Takeaway: Respect others by saying their correct name and pronoun.



ACTIVITY: Using gender neutral terms is becoming the accepted way to make all people feel recognized and respected. Look at the words below.

Put a circle around the word that is more gender neutral.

FISHERMAN or FISHER

CONGRESS PERSON or CONGRESSMAN

HOUSEWIFE or HOMEMAKER

WEATHERMAN or WEATHERPERSON

POLICE OFFICER or POLICEMAN

FIRST YEAR STUDENT or FRESHMAN

MAN MADE or PEOPLE MADE

CLEANING LADY or CLEANER

WAITER/WAITRESS or TABLE ATTENDANT



Time for Self-Reflection:

- ⇒ Can you think of other job-related words that suggest gender?
- ⇒ How can we make people feel welcome when using pronouns?
- ⇒ Was there a time that a person assumed because of your gender?



CHAPTER 6

Sexual Orientation



SEXUAL ORIENTATION is the pattern of romantic, emotional and/or sexual attraction to a person of the opposite gender, same gender, all genders, and no genders.



Sexual orientation is not visible to others. The pronouns that people use does not tell you about a person's sexual orientation.

Sexual orientation other than male & female are sometimes shown as LGBTQ+. Each letter represents a person's sexual orientation. Below is what each letter represents.

L = LESBIAN

A lesbian is a woman who is attracted to a woman.

G = Gay

Being a gay person can mean a man who is attracted to a man. Sometimes lesbians can also be referred to as gay. Today, people sometimes use the word gay when discussing their similar gender attraction.

B = Bisexual

Bisexual person indicates an attraction to more than one gender.

T = Transgender

Transgender is a term that indicates that a person's gender identity is different from the gender associated with the sex they were when they were born



Q = Queer

Queer may be used by people as a specific identity. Some people use it for anyone who is not straight (woman/man). It should not be placed on all members of community and used explicitly by someone who identifies with it.

Or Questioning:

Questioning refers to people who may be unsure of their sexual orientation.

A = Asexual:

A person who has no sexual feelings or desires, or who is not sexually attracted to anyone.

+ = Plus,

The plus symbol represents all the gender identities and sexual orientations that are not specifically covered by the other five initials.



Sometimes a flag is used to reflect the diversity of the LGBTQIA+ community and the spectrum of human sexuality and gender. It is known as a pride flag.



Many people think that everyone should be romantic and attracted to people **only** of the opposite gender: Female and Male



Some people **do not** accept other relationships such as male and male or female and female. People who do not accept these relationships are **HOMOPHOBIC**.



HOMOPHOBIA is discrimination against queer, lesbian, gay and bisexual people.

The LGBTQI+ community members are often bullied or harassed.



For example: Two men are walking down the street and holding hands. A group of people see them and hurt them because they do not support the LGBTQI+ community. There is a long history of violent attacks to people because of their sexual orientation. They are still more likely to occur to member of the LGBTQI + community than other people.

Society can also discriminate against the LGBTQI+ community.



For example: Maya is a female and went to a restaurant with her girlfriend, Laura. They were holding hands. The restaurant will not seat them because of their sexual orientation. There are no federal laws to stop this from happening.



Many people do want to help and become an ALLY to the LGBTQI+ community.

An **ALLY** is someone that supports a cause with another individual or group of people. They show support by participating in PRIDE events to celebrate the diversity of sexual orientation.



Takeaway: Act compassionately to all people





Activity: Martin Luther King Jr. was a civil rights activist. He once said, “An injustice anywhere is an injustice everywhere.” Think about what this quote means. How can you be an ally to the LGBTQI+ community? Draw or write your thoughts.

A large, empty rectangular box with a thick black border, intended for students to draw or write their thoughts on the activity.

Time for Self-Reflection:

- ⇒ What are some positive ways you can be an ally to someone of the LGBTQI+ community?
- ⇒ Do you think there are any accommodations that would support people of the LGBTQI+ community?
- ⇒ Why do you think the rainbow flag represents the LGBTQI+ community?



CHAPTER 7

RACISM



RACISM is discrimination against people of color.

PEOPLE OF COLOR are not white. For example, Black, Asian, Indigenous, and Latino/Latina/Latinx.



In the United States of America, White people have more power than people of color. This began long ago when they took control of the United States. They took land away from Native Americans.



Laws were created that made life easier for white people. This makes life harder for people of color.



Laws were created that especially made life harder for Black people. Laws did not protect Black people from slavery, and it did not protect them from being segregated.

ANTI-BLACK RACISM is when Black people are treated unfairly because they are Black.

People can be racist to Black people. For example,



Isaiah is looking for a new home. He contacts a realtor to help him find one.





Susan is the realtor and is only showing Isaiah homes in neighborhoods where other Black people live and does not show him homes in neighborhoods where there are mostly white people which includes where she lives.

Susan is being racist to Isaiah by not giving him all opportunities when finding a place to live. This also hurts Black people because it keeps neighborhoods segregated.



Society can also be racist. For example: When a Black person commits a crime, they must stay in jail longer than if a white person commits a crime. Sometimes the white person may not even have to go to jail. The way society deals with crime can hurt Black people.

SYSTEMIC RACISM is when society discriminates against people of color.



Police and Systemic Racism

It is the job of the police to protect and serve all people. People who are white may not know about the experience of people of color, especially Black people when dealing with the police.



- More police patrol neighborhoods where lots of Black people live.
- Police arrest Black people more than they arrest other people.
- Police put Black people in jail more often than they put other people in jail.



- If a white person and a black person do the same crime, police will often arrest the Black person and let the white person go.
- Police hurt and kill Black people more than other people.



BLACK LIVES MATTER

When police hurt and kill people, it is called police violence. There are many examples of the police killing Black people who did nothing wrong. They did not get into any trouble and kept being policed. Black Lives Matter is a saying to help support Black

people.



I don't understand, all people are important. Shouldn't we say, ALL LIVES MATTER?

Black Lives Matter was started because of incidences of police violence against Black people. Police did not get into trouble for these actions. When that happens, our society is not acting like Black Lives Matter. It is important to say Black Lives Matter because we want to change how our society treats black people.

We can all help to advocate for how to make the police work better for everyone in society.





There are laws and rules that say what police can and cannot do. You can advocate to make those laws and rules better.



Other races experience racism. For example, because of COVID-19, people are hurting Asian people. They blame them for this virus. We must try to advocate to stop all forms of racism.



TAKEAWAY: Understand why it is important to say and feel that Black Lives Matter.



Activity: Draw or write what Black Lives Matter means to you and your community!

BLACK LIVES MATTER MEANS.....



Time for Self-Reflection

- How can you help show support to the Black Lives Matter movement?
- How can we show all races that we care and value them?



CHAPTER 8

A Call to Action for Respectful Interactions!



Respectful interactions are the building blocks of a positive learning community.

Respectful interactions build trust people and provides a safe environment.

We can help to create respectful interactions when we meet or want to learn more about someone.



There may be parts of who they are that you do not understand. Just be respectful



Think about the questions you have. Could you find out the answers yourself? Maybe a book or the internet could help.

If not, you can ask the person themselves, by asking, ***is it okay for me to ask you some questions about your***

life?

Remember, the person may say no. They may have been hurt by questions in the past or maybe it is just too private for them to share.



Respect their space and privacy by not asking any more questions.

After your questions, you may have more questions and be confused that someone is different from you in some or many ways.





It is okay to not understand everything. You can keep trying by asking questions! Just remember to be kind, respectful and open to acceptance and diversity.



Call to Action

There are ways we all can support the diversity of the community.

- Lead and teach others about the information you read in this guide
- Attend the parades and celebrations of other cultures.
- Enjoy books, movies, music, and other media of diverse people.
- Keep learning and being open to Diversity, Equity, and Inclusion.
- Build Diversity Equity and Inclusion into your activity calendar. The next page is a calendar with some of the events we have conducted.



Month	Holidays Around the World Celebrations
January	<ul style="list-style-type: none"> • Martin Luther King Jr Day of Service – participate in a volunteer opportunity or create “I have a Dream” cards to share your dream with others.
February	<ul style="list-style-type: none"> • Celebrate Chinese New Year • Black History Month – learn and celebrate Black people through history. Make posters about them to share what you learn!
March	<ul style="list-style-type: none"> • Holi – A Hindu celebration of the end of Winter harvest and welcome of Spring. Create a festival/party to celebrate • Women History Month. Learn about women in history and create a newsletter and activities for others.
April	<ul style="list-style-type: none"> • Celebrate Neurodiversity month. Organize a Spread the Word campaign – the word Inclusion.
May	<ul style="list-style-type: none"> • Cinco De Mayo – Learn and celebrate the culture of Mexico
June	<ul style="list-style-type: none"> • Make a PRIDE banner, pins or posters to display being an ally to the LGBTQI+ community. Attend a PRIDE parade
July	<ul style="list-style-type: none"> • World Humanitarian Day
August	<ul style="list-style-type: none"> • International Day of the World’s Indigenous People
September	<ul style="list-style-type: none"> • Hispanic Heritage Month- Create a quiz about the amazing contributions of Hispanic people in our culture.
October	<ul style="list-style-type: none"> • National Disability Employment Awareness
November	<ul style="list-style-type: none"> • National Native American Heritage Month • National American Indian & Alaska Native Heritage Month
December	<ul style="list-style-type: none"> • Learn about all holidays that take place in December from around the world



ACTIVITY: As a result of this learning experience, draw, or write something that you hope to do to show your support of Diversity, Equity, and Inclusion



Time for Self-Reflection

- ⇒ What have you learned that you would like to share with someone else?
- ⇒ Was there a section of learning that you want to learn more about?
How will you achieve that?



CHAPTER 9



Our Takeaways!

- ✓ Be open to learning about DEI.
- ✓ Treat others equally.
- ✓ Show sensitivity to the abilities of others.
- ✓ Respect others by using their name and pronouns.
- ✓ Act with compassion.
- ✓ Be a good advocate for others.
- ✓ Speak and act kindly to others.
- ✓ Understand that Black Lives Matter.
- ✓ Create respectful interactions.
- ✓ If you are unsure, you can always ask questions



CHAPTER 10

Dictionary

ABLEISM is discrimination against people with disabilities.

ACCOMODATION means a change of environment, format, or equipment that allows a person to have access

ANTI-BLACK RACISM is when Black people are treated unfairly because they are Black.

ASSUMPTION means thinking something is true without really knowing if it is true.

BIAS are beliefs that are not founded by known facts about someone or about a particular group of individuals.

DEI stands for Diversity, Equity, and Inclusion.

DISABILITY means just another way for someone's mind and/or body to be.

DISCRIMINATION means treating people badly because of who they are.

DIVERSITY means each person is special and different.

EQUITY means everyone gets what they need to be successful.

GENDER BIAS means discriminating against someone based on their gender.



IMPLICIT BIAS is the unconscious attitudes and stereotypes that can manifest in people and different systems, such as criminal justice system, workplace, school setting, and in the healthcare system.

INTERSECTIONALITY is experience of living with multiple identities.

NON-BINARY means not identifying with being a male or female

PEOPLE OF COLOR are not white. For example, Black, Asian, and Latino.

RACISM is discrimination against people of color.

SEXISM is the discrimination against someone because of their sexual orientation.

SLURS are words used to discriminate and hurt others

SOCIETY means many communities.

STEREOTYPE means thinking that everyone in the same group is the same.

SYSTEMIC RACISM is when society discriminates against people of color.



CHAPTER 11

Resources

Diversity Resources

Petitions:

All Petitions for Justice for George Floyd and others whose lives were taken:

<https://blacklivesmatters.carrd.co/#petitions>

Justice for Tony McDade:

<https://secure.everyaction.com/BAMRHpdpAUS8Rle7I00UrA2>

Demand Justice for Tony McDade: <https://actionnetwork.org/letters/demand-justice-for-tony-mcdade>

Justice for Ahmaud Arbery! I Run with Maud!: <https://www.change.org/p/district-attorney-tom-durden-justice-for-ahmaud-arbery-i-run-with-maud>

#JusticeforAhmaud: District Attorneys George Barnhill & Jackie Johnson must be REMOVED from office: <https://act.colorofchange.org/sign/demand-justice-ahmaud>

#JusticeForBre: <https://action.justiceforbreonna.org/sign/BreonnaWasEssential/>

#JusticeforBre: Police officers who killed Breonna Taylor must be FIRED:

https://sign.moveon.org/petitions/justiceforbre-police-officers-who-killed-breonna-taylor-must-be-fired?bucket=&source=twitter-share-button&utm_campaign=&utm_source=twitter&share=e57b02c1-bd0f-497f-8365-f51d6114576f

#JusticeforFloyd: Demand the officers who killed George Floyd are charged with murder:

https://act.colorofchange.org/sign/justiceforfloyd_george_floyd_minneapolis/?source=d_m_sms_optin_5-26-20

BLM #DefundThePolice: <https://blacklivesmatter.com/defundthepolice/>

Organizations and Campaigns:

BLM: <https://blacklivesmatter.com/>

National Police Accountability Project: <https://www.nlg-npap.org/>

Campaign Zero: <https://www.joincampaignzero.org/>

A Long Walk Home: <http://www.alongwalkhome.org/index.php>



Color of Change: <https://colorofchange.org/>

Black Youth Project 100: <https://www.byp100.org/>

Unicorn Riot: <https://unicornriot.ninja/>

Centro de Trabajadores Unidos en la Lucha: <https://ctul.net/>

Black Table Arts: <http://www.blacktablearts.com/>

Minnesota:

Minnesota Voice: <https://www.givemn.org/organization/Minnesota-Voice>

Reclaim the Block: <https://www.reclaimtheblock.org/>

We Love Lake Street: <https://www.welovelakestreet.com/>

The Minneapolis Foundation: <https://giving.onecause.com/public/02ad4737-2285-4ad2-91c6-95cd66b423bf/fundraisers/c60e5030-69ce-4853-8b11-4727da5054ad/donate>

ABEP: Pimento Relief Fund: <https://abepmpls.org/pimento-relief-fund>

Public Goods - A Mutual Aid Project for Minneapolis Public Housing Residents: <https://actionnetwork.org/fundraising/public-goods/>

Black Vision Collective: <https://www.blackvisionsmn.org/>

Native American Organizations:

MIGIZI: <https://www.migizi.org/>

AIM: <http://www.aim-ic.org/> (Based in Minneapolis)

Health Care:

Black Emotional and Mental Health (BEAM): <https://www.beam.community/bvtn>

Mobile Outreach and Outdoor Drop-In (MOODI) (*Within Minnesota*): <https://www.givemn.org/story/Mxmjeg>

North Star Health Collective: <https://www.northstarhealthcollective.org/>



Diversity Quotes (related to recent events)

JOE BIDEN

“We need to stand up as a nation — with the Black community and with all minority communities — and come together as one America. Because the pain is too immense for one community to bear alone. It is the duty of every American to grapple with it — and grapple with it now.”

ANDREW YANG

“If you’re not thinking bigger right now about what needs to change you are on the wrong track.”

BERNIE SANDERS

“We need to work from the ground up to transform our society. It is clear we cannot wait any longer to act forcefully and boldly to root out systemic racism and police violence. And when we act together, we win.”

ANDREW CUOMO

“We need unity. Instead, the president seeks to divide. He has done it from day one and he is doing it now. It is his instinct. Divide racially. Divide politically. Divide geographically. He puts in a wedge into every crack to divide & shatter. The nation is begging for it to stop”



MICHELLE OBAMA

"Race and racism are a reality that so many of us grow up learning to just deal with. But if we ever hope to move past it, it cannot just be on people of color to deal with it. **It is up to all of us – Black, white, everyone – no matter how well-meaning we think we might be, to do the honest, uncomfortable work of rooting it out.** It starts with self-examination and listening to those whose lives are different from our own. It ends with justice, compassion, and empathy that manifests in our lives and on our streets."

PERRIE EDWARDS

"As a white person living in the UK, it's very easy to look at the #BlackLivesMatter movement and believe it doesn't affect you. Feel that it is not your place to comment or get involved... What is not so easy is to scroll past an innocent man being pinned to the floor, struggling, and begging for his last breath... How can any human being, no matter your race, age, gender, not be deeply affected by that? I have been deeply affected by it... **I acknowledge my white privilege and instead of allowing it to put a muzzle on me, I will use it to speak up for what is right and what is wrong.**"

CARDI B

"Enough is enough! **What will it take? A civil war? A new president? Violent riots?** It is tired. I am tired. The country is tired! You don't put fear in people when you do this, you just show how coward[ly] you are – and how America is really not the land of the free."



HARRY STYLES

"I do things every day without fear, because I am privileged, and I am privileged every day because I am white. Being not racist is not enough, we must be anti-racist. Social change is enacted when a society mobilises. **I stand in solidarity with all those protesting.** I am donating to help post bail for arrested organisers. Look inwards, educate yourself and others."

ARIANA GRANDE

"Please keep signing these petitions, making donations, having conversations with family and friends about it, reading and sharing links and resources... **Gentle reminder that this doesn't end today or tomorrow or after you post about it once #blacklivesmatter.**"





Developmental Disabilities
Planning Council

www.ahrc.org