



SAMPLE DEI ACTIVITIES

Have you taken the DEI P.A.C.E. Pledge and committed to furthering diversity, equity, and inclusion? Below are a few examples of strategic DEI actions to take over the next year.

Together, we can change the pace of progress. So, encourage others to take the pledge and participate in activities with you. Have you already completed 5+ items on the list? Congrats! Take the DEI P.A.C.E. Pledge and you will receive information soon about becoming a DEI P.A.C.E. Champion to help others progress along their journey!

Activities for Change Agents & Leaders

- Pose critical questions about DEI to leaders in your workplace and community.
- Learn more about DEI and systemic injustices via multiple platforms. Examples include reading a book or article, listening to a podcast, watching a movie, etc.
- Take an implicit/ unconscious bias test and challenge your personal biases.
- Initiate a DEI conversation with someone you care about.
- Attend a DEI conversation, training, or workshop.
- Listen to the experiences and stories of others.
- Educate yourself on DEI related definitions and the changing demographic landscape.
- When you see discrimination, speak up. Have a zero-tolerance policy.
- Track the DEI activities you participate in and monitor personal progress.
- Serve as a positive influence on the next generation by being an advocate daily.

Activities for Leaders

- Affirm that DEI is a strategic priority and discuss DEI topics regularly in leadership meetings.
- Host a virtual DEI conversation.
- Conduct a staff survey that is DEI specific or add DEI questions to a pre-existing staff survey.
- Host a DEI training or workshop.
- Create a DEI ERG, committee, working group, etc. to help implement initiatives.
- Develop a DEI statement.
- Create measurable DEI objectives.
- Add DEI goals to performance plans and reviews.
- Develop a pipeline/recruitment plan.
- Create a 1-2 year action plan.