

SOP FOR DEII FLASHCARDS

When no one is left behind, everyone moves forward!



Thank you for investing in a tool to further the conversation as it relates to Diversity, Equity and Inclusion. The purpose of these flashcards is to further educate those who aspire to learn, define terms that you may be unfamiliar with, and to make an uncomfortable conversation more palatable!

HOW TO USE:

Let's make this clear: There is no wrong way to use the DEII flashcards! However, there are many ways that the flashcards can be used. Given the absorbent amount of information contained within each deck, it is important to understand your audience and base the pace of learning on the audience. Remember, meeting people where they are is paramount in the process of learning.

In Professional Settings:

The professional setting offers many unique opportunities to put the flashcards into use. Understanding that we are ALL HUMAN, the flashcards are a great way to expand the vocabulary and understanding of your staff and the clients you serve. With this in mind, we recommend the following:

Team Learning Huddles (Team Meetings)

Once a week, choose 2 to 3 words from the deck (depending on the length of your team meeting/huddle) and have the senior staff person read the word and the definition.

Then the staff should discuss:

1. Are they familiar with the word?
2. Have they had any professional experience with the word or phrase?
3. If applicable, how can we apply this knowledge throughout the workplace?

These questions will stimulate conversation between staff and allow for open and honest conversations! Create a safe space for individuals to discuss and understand it could be a tad uncomfortable. Have fun, laugh and learn!

William B. Henry