Welcome to
Massachusetts Conference on Volunteerism

Developing Your Why
Understanding and Defining your Purpose in Diversity, Equity and Inclusion Work
May 7th, 2019 - 1:00 - 2:30

Facilitated by Dr. Darnisa Amante and Andrea Martin of Disruptive Equity Education Project (DEEP)
Diversity is the representation. Diversity can be measured through numbers and is usually tracked by race, gender, sexual identity, age, education, economic background.

Belonging is the ongoing culture created to have all people feel welcome across difference. Manifested in the relationships, in conversations, physical space and written word.

Inclusion is the participation. Inclusion is usually achieved when diverse populations are involved in decision-making that impacts the policies and practices of the organization.

Equity requires changing structures of power & privilege so disparities of historically under-represented groups are eliminated and therefore outcomes cannot be predicted by that grouping.

You’ve been asked to the party.

You feel welcomed and comfortable going to the party.

You’ve been asked to help plan the party.

Redefines what the party entails and who has the power to plan the party.
Life’s most persistent and urgent question is, ‘What are you doing for others?’

Martin Luther King Jr.
The WHY
Know Your Why - Michael Jr.

https://www.youtube.com/watch?v=LZe5y2D60YU
You’ve now heard that equity is a process, not a product. Knowing this...

- What would motivate you to continue to be on this journey?
- What’s your personal connection to this work?
You’ve now heard that you need a WHY. Knowing this...

- What are you planning to do as your next step on your why? What will you commit to?

- What is the work, or continued work, that you will need to devote to your why so that you feel comfortable communicating it?