NEOA BOARD MEETING DEI BRAINSTORM 12/23

**DEI Post-it Brainstorm at NOV. BOARD MEETING 11/16/23**

**WHAT DOES DEI MEAN TO YOU?**

**Blue Bold text is the common language used by many. Red basically sums it up**

· Is a conscious and intentional effort to **include all communities**, keeping in mind the systemic barriers that keep DEI from happening.

· DEI should expand its acronyms to include **belonging and accessibility** ( DEIB DEIA)

· Wisdom

**· Listening first,** asking questions after

· Action

· A chance to **listen**

· A sense o**f belonging**

·  **A voice at the table**

· Asset-based thinking about diversity

·  **The inclusion of individuals of all backgrounds, ( ethnic,racial. Economic,belief system, religion, and more),**

**·**  Coming together to learn and grow without hatred but appreciation

· **All voices equal, all included**

· Highlighting student voices

·  **Inclusivity of all voices**

· **Welcoming everyone to the table**

· Providing support, resources, discussions and allowing others to step up and lead

·  **Equitable representation in all areas**

·  **Being intentionally inclusive of all people and ideas**

·  **Including all people and hearing all voices**

· More than I understand

·  **Inclusion**- making sure no one gets left behind

· Making sure there is **adequate representation** in every conversation, committee,etc

· A mission to **promote access to all**

· Affirming action on diversity of our board and perspectives/opinions

·  ***A broad range of viewpoints, backgrounds and the ideas*** that add to our experience

·  **Open and inclusive to anyone**

**Ensuring everyone has a voice, belongs and FEELS like they belong**

**WHAT SHOULD WE DO AS A BOARD IN REGARD TO DEI?**

* DEI as a topic is so vast. **What topics are we going to cover?**
* MORE.
* Bringing in guest speakers/trainers to speak to DEI. **Trainings/webinars/initiatives**
* Continue to hold reflective, respectful discussions and defining and adjusting
* Embracing it even when it is uncomfortable
* **Assertively reaching out to include board members from underserved groups**
* **Hold more DEI events**
* **We should always be asking ~Is what I am doing or saying understandable and inclusive to everyone?**
* Ensuring that **all people feel welcomed, appreciated, included, heard and validated**
* Helping our friends across the nation who can’t do the work in DEI
* **Incorporate DEI principles and activities into every event that we sponsor**
* **Provide workshops and training**
* Making room for all types of students in our programs and events
* **Be more included in our language- include ALL EOP programs**
* **Make GU and oth.Dr EOP program feel welcomed at all of our events and programs**
* **Look through the DEI lense, once defined,for everything we do as a board**
* Field and respond to complaints as a way to be more inclusive
* There is a clear lack of diversity on the board. We don’t seem very representative of the population we serve. It is not clear what NEOA is doing to advance DEI to multiple identities beyond income. Hard to say what more should be happening…
* NEOA should be addressing both the systemic barriers that prevent people from serving.
* **Provide training to NEOA members who feel they need it, while providing safe spaces to those who are under represented.**
* Look around the room and see if DEI exists in the space
* \***\*Make sure your board is a representation of the DEI efforts we want to have as a board**
* \*\* Learning, listening to each other and the membership with an open mind
* I’m still learning
* \*\* Making sure there is **adequate representation** in every conversation, committee,etc.
* \*\* A mission to promote access to all
* \*\* **Affirming action on diversity of our board and perspectives/opinion**
* \*\*Visual representation: of mountains and people standing at different levels

**\*\* taken from the first question, “What does DEI mean to you?”**