

Our Journey Begins Actions for Individuals – Leaders – Organizations

How Individuals – Leaders & Organization Can Promote Inclusion, Diversity Equity & Access?

- Learn - participate in trainings, read books, and actively listen
- Seek support from colleagues who are in the process of creating change within their institutions.
- Be committed to a lifelong process of learning and change.
- Be available to your peers as a resource.
- Conduct data analysis on your own portfolio to identify where your dollars are going and what opportunities there are for you to change your spending habits.
- Use inclusive and welcoming language in your external communications.
- Seek research and data about equity to present to leadership.
- Learn the history of local African, Latino/Hispanic, Asian, Arab, and/or Native American communities and become familiar with leaders. Attend their public events, and develop relationships.
- What can be done in your Institution?
- Provide opportunities for board and staff to learn about or attend trainings on implicit biases and historical perceptions of disability.
- Assure that an equity lens informs all decision-making, programs, policies, and procedures.
- Establish an equity advisory committee or working group of colleagues that will inform programming direction and guide institutional change.
- Use inclusive and welcoming language in your external communications.
- Advocate, research and conduct data collection that accurately represents the demographics served by your organization and foundation.
- Intentionally consider, select and support board and staff who value equity.
- Intentionally consider, select, and support diverse candidates for board and staff.
- Collaborate with other organizations working to improve Inclusion, Diversity, Equity, and Access Solutions (IDEAS) to share resources and best practices to create equity.