

Webinar Guide:

Crafting a DEI Statement

In this webinar, we will explore Why – why is DEI important to your organization, and What – what are your organization’s specific DEI commitments. TREC clients will gain knowledge and skills on how to craft a diversity, equity, and inclusion statement. We will cover the processes for creating a DEI statement, including the importance of collaboration, choosing the team, and the importance of tangible action and leadership. We’ll explore example DEI statements, and work with organizations to craft their draft statements and get feedback on those statements from trainers and their peers.

VIEW WEBINAR: <https://www.trec.org/webinars/crafting-dei-case-change-dei-statement/>

Discussion Questions:

Refer to the linked [DEI Statement Worksheet](#) on TREC’s page for this webinar

1. Why is a DEI statement important? What purpose would it serve for us?
2. What are some of the inequities in our community? What overlaps do we see between these inequities and our work?
 - a. Who can participate in or support what we do?
 - b. Who is included in our tactics, strategies, and goals?
 - c. Who is impacted by our tactics, strategies, and goals?
 - d. What are we particularly good at doing?
 - e. How can these skills be used to reverse inequities?
3. How does our organization’s mission, vision, or programs allow us to address these inequities? Below are some options (not exhaustive) for consideration.
 - ☐ Through thoughtful communication about connections between our work and these inequities
 - ☐ By amplifying the work of others dedicated to addressing those inequities directly
 - ☐ Through our programs and campaigns; we can _____
 - ☐ Internally, by ensuring more inclusive and accessible policies and practices
 - ☐ We don’t see an intersection or way to address inequity
 - How might our understanding or ability to imagine our work be limited?
 - Who can we look to that is modeling this work differently?
4. What are some of the pitfalls or barriers that we might encounter while crafting a DEI statement? What might happen after we craft a DEI statement?
 - a. How could you prevent or overcome these barriers or pitfalls?
5. What will be the next steps for us after we complete the DEI statement?
 - a. How will we hold ourselves accountable to this statement? How will we use it?
 - b. How will we measure or understand the impact or success of having a DEI statement?