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# Alpha Lambda Delta DEIB Training



Alpha Lambda Delta  
Academic Honor Society

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## What is DEIB?

- DEIB stands for diversity, equity, inclusion and belonging.
  - Diversity is the practice of including or involving people from a range of different social and ethnic backgrounds and of different genders.
  - Equity is the quality of being fair and impartial.
  - Inclusion is the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.
  - Belonging is the need for a close relationship within a group and a desire to be a part of something greater than oneself.



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## Why is DEIB Important?

- DEIB plays an important role in all aspects of a person's life.
- DEIB is a lifelong commitment of educating oneself and others.
- DEIB helps to foster well-rounded individuals who can achieve more through working together because everyone brings a unique perspective and skill set to the table.





## Activity One: Diversity

- Split into 3 different groups based on what you would identify as the best description of the place you grew up in.
  - Group 1: The City
  - Group 2: The Country
  - Group 3: The Suburbs
- Discuss within your group how your experience was unique to your location:
  - What differences did you notice within your group?
  - What similarities did you notice within your group?
- You will have a spokesperson from each group share with all of those in attendance.





## Share What You Noticed

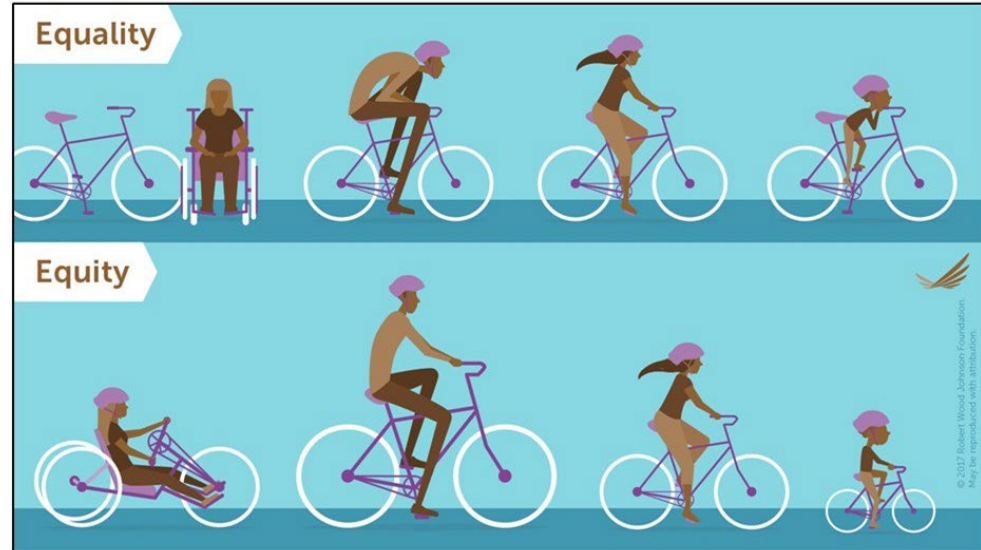
- What differences did you notice between all three groups?
- What similarities did you notice between all three groups?

Many times, no matter how different we might think we are,  
we have a lot more in common than we realize.



## Activity Two: Equity

- Observe the graphic to the right.
- Why do you think the first set of images represents equality?
- Why do you think the second set of images represents equity?



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# Equality Vs. Equity

- Equality is giving everyone the exact same resources.
- Equity involves distributing resources based on the needs of the recipients.

We all come from different backgrounds and therefore we might not always need the exact same resources to be successful. Some people might need more, less, or different resources than others to achieve their goals.





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## Activity Two

- Discuss what you think the difference is between equality vs. equity?
- Can you think of examples of equality and equity in your life?







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## Activity Three: Inclusion

- Have you ever felt like you don't belong or you're not good enough despite all evidence to the contrary?

(Think about this personally and share only if you are comfortable with sharing.)



# Imposter Syndrome

- Imposter syndrome involves feelings of self-doubt and personal incompetence that persist despite a person's education, experience and accomplishments. If not addressed, these feelings can lead to mental health issues.

(Click on the link or scan the QR code to view an article by the Cleveland Clinic that provides tips for overcoming imposter syndrome.)

<https://health.clevelandclinic.org/a-psychologist-explains-how-to-deal-with-imposter-syndrome/>





# Neurodiversity and Communication



# Neurodiversity

- Neurodiversity refers to variation in the human brain regarding sociability, learning, attention, mood, and other mental functions.
- Neurodiversity supports the idea that people experience and interact with the world in many different ways.
- Differences should not be viewed as deficits.

(Click on the link or scan the QR code to view an article by Harvard Health that describes neurodiversity more in depth and ways to make spaces more neurodiversity-friendly.)

<https://www.health.harvard.edu/blog/what-is-neurodiversity-202111232645>

<https://en.wikipedia.org/wiki/Neurodiversity>





# Communication

- Every day you have the opportunity to communicate with people who have unique backgrounds.

## Things to keep in mind.

- Consider the sensitivity of words and phrases that relate to culture, race, gender, etc.
- Recognize and respect that other people have unique points of view and experiences based on their background.

<https://www.forbes.com/sites/forbescommunicationscouncil/2020/10/21/a-guide-to-diversity-equity-and-inclusion-in-communications/?sh=69a7b0a82b54>





# Ideas to Think About





## DEIB is Not a Destination

- We should all set a goal to be a lifelong learner for the betterment of society. This also holds true for DEIB. There is never a point when we are finished with DEIB. It is not an item on a list that is checked off. Rather, it is a lifelong goal to commit to every day that helps to create a positive and more inclusive society.



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# How to Apply DEIB in Your Chapter

Actions speak louder than words.

- Be sure to promote DEIB not only through your dialogue, but most importantly through your actions.
- Celebrate important cultural days, months, and events.
- Promote diversity within member recruitment.
- Commit to continuing education on DEIB for new and returning members.







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## Takeaway

“Life’s most persistent and urgent question is, 'What are you doing for others?’” - Martin Luther King Jr.





## Want More Information?

- Check out the Thursday's Theme Posts along with other resources on the Alpha Lambda Delta national website and instagram page.

<https://www.nationalald.org/deib>

