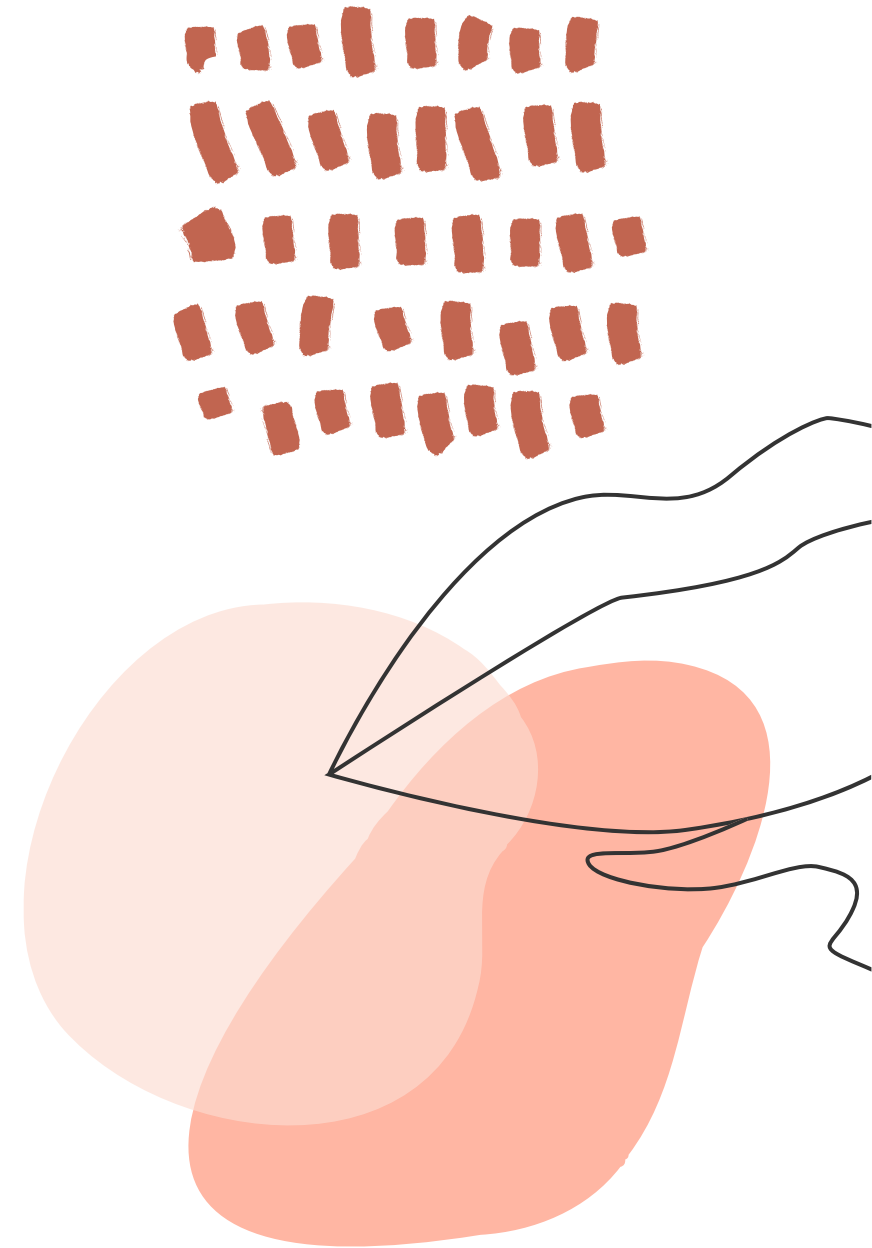





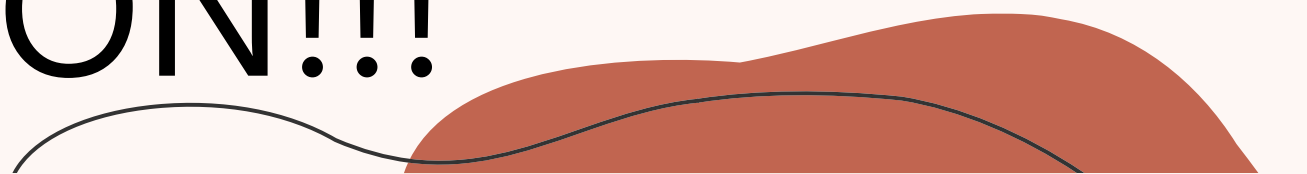
Zonta North American Inter-District Meeting


Shirley Edwards, MSW, LMSW
District 15
Zonta Detroit II



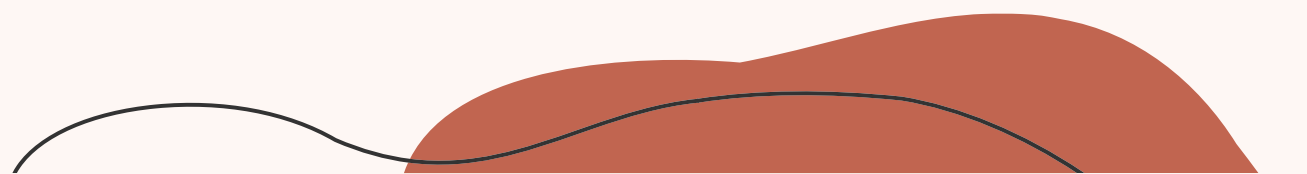


How to
incorporate
"Diversity, Equity &
Inclusion" through
DEED and
ACTION!!!



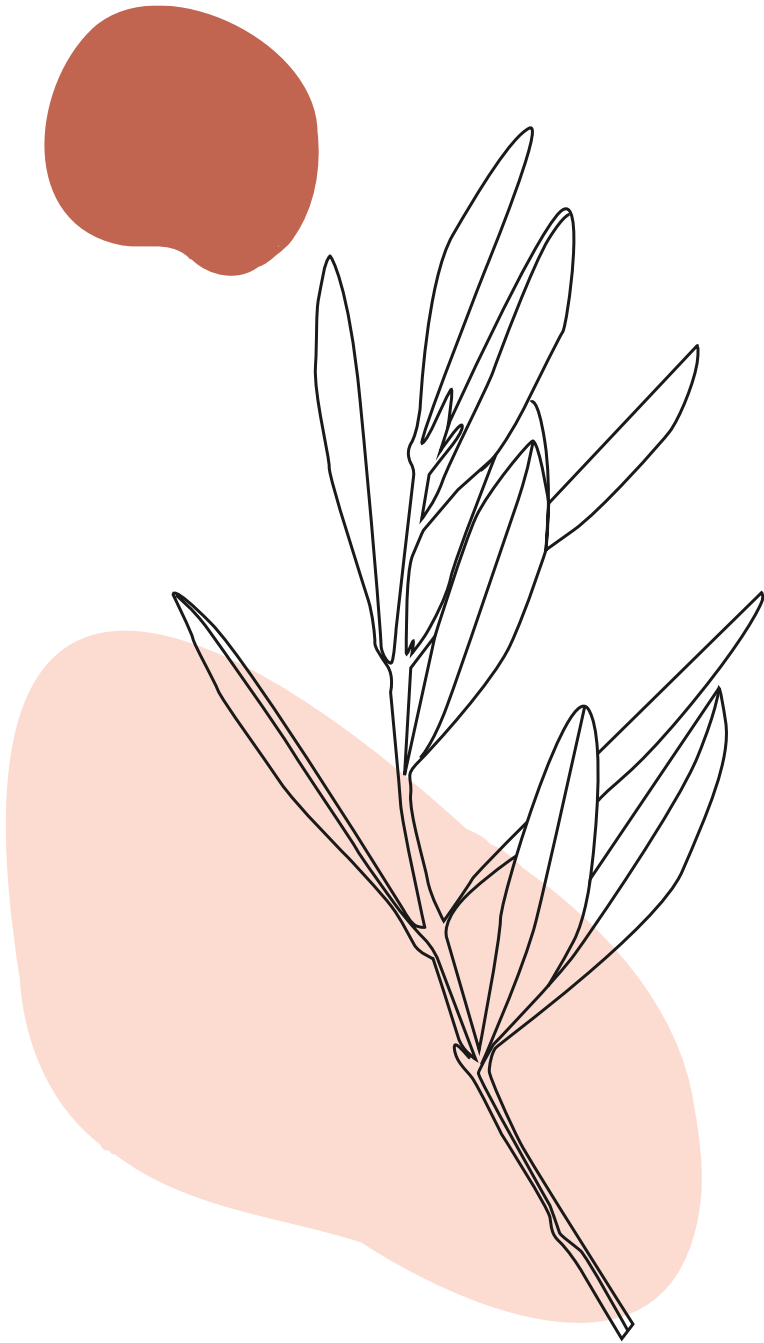


We are going to
view Ourselves
AS "AGENTS of
CHANGE"



WELCOME

(ICE BREAKER)





DEFINITIONS

DIVERSITY

Is more than one's **SKIN COLOR**.

Diversity is: **EMBRACING THE DIFFERENCES EVERYONE "BRINGS TO THE TABLE"**, Whether it's someone's **RACE, AGE, POLITICS, ETHNICITY, RELIGION, GENDER, SEXUAL ORIENTATION, PHYSICAL ABILITY, OR OTHER ASPECTS OF SOCIAL IDENTITY**



EQUITY

Ensuring fairness in treatment, by addressing systematic barriers that prevent some from thriving.

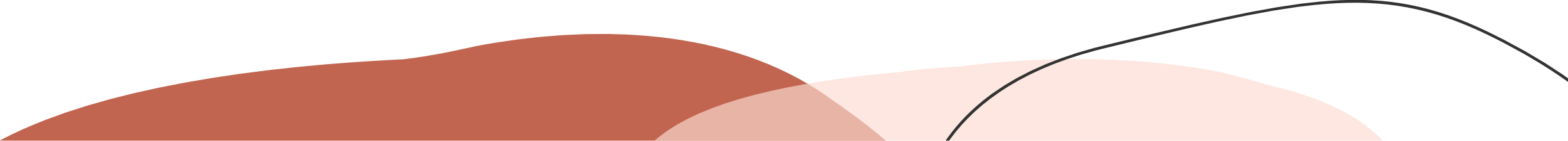
PLUS

Is treating **EVERYONE** fairly by providing "Equal opportunities for **EVERYONE!!**

The bottom of the slide features decorative abstract shapes. On the left, there is a large, solid reddish-brown shape. To its right, there is a lighter, semi-transparent reddish-pink shape. On the far right, a thin, dark grey curved line arches over the lighter pink shape.

INCLUSION

Is respecting everyone's voice and creating a culture with people from **ALL** backgrounds. So, they can pursue their "life goals" and improve problem solving and increasing creativity and productivity.

The bottom of the slide features decorative abstract shapes. On the left, there is a large, solid reddish-brown shape. To its right, there is a lighter, semi-transparent reddish-pink shape. On the far right, a thin, dark grey curved line arches over the lighter shape.



DEI

Should aim to
RECTIFY the
NEGATIVE
IMPACTS of PAST
DISCRIMINATION



**WHY IS
THIS
IMPORTANT
????**



REALITY

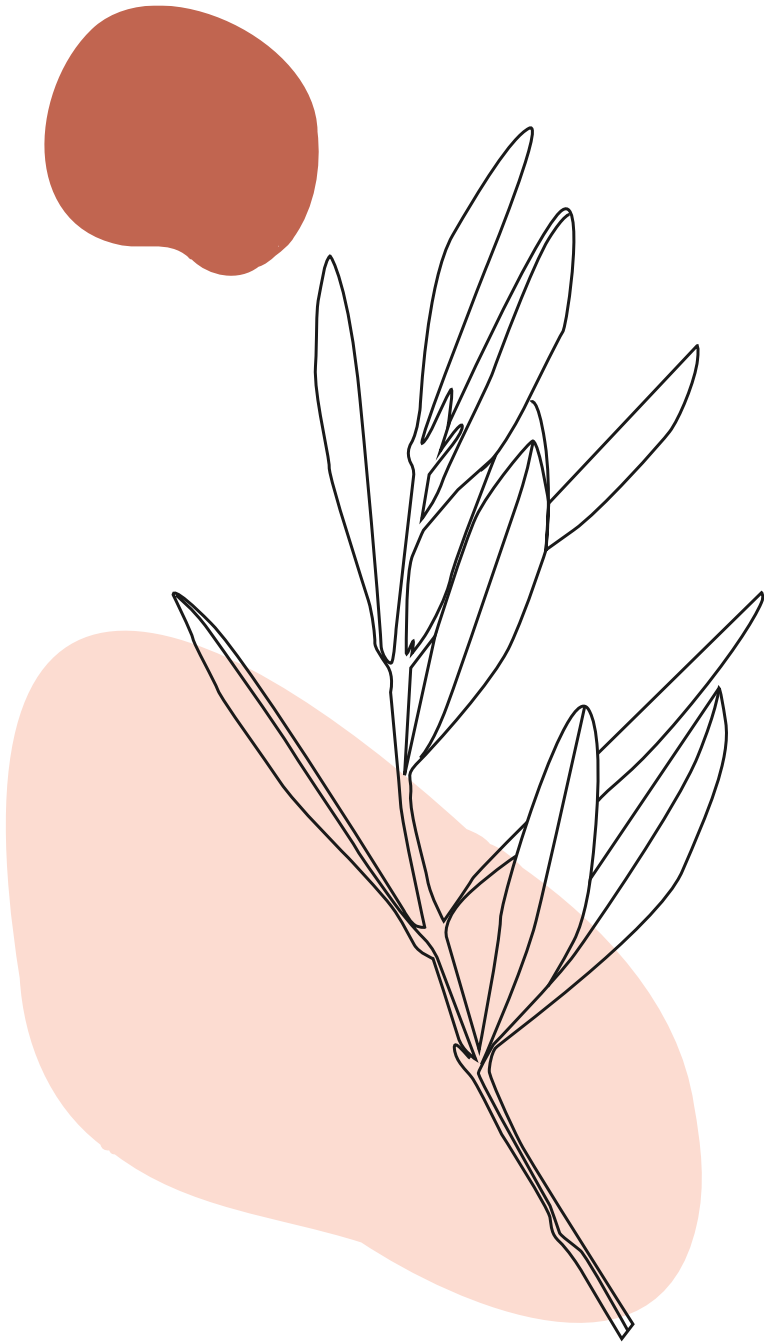


HURTS
ALL
WOMEN &
GIRLS



BUT

**WE ARE COURAGES
AND REFUSE TO BE
TREATED AS
SECOND CLASS
CITIZENS!!**



THIS IS ABOUT

“WOMEN POWER”

&

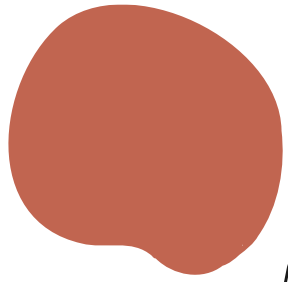
INFLUENCE



HISTORY

OF

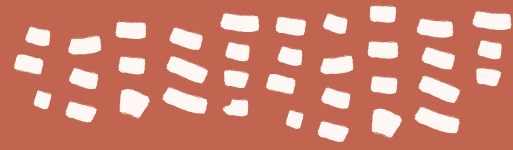
WOMEN



WE

HAVE

EVOLVED



WE ARE

EDUCATED, SKILLED,
FORWARD THINKING

&

ORGANIZED WORLDWIDE



**NOW,
WE NEED TO APPLY DEI
THROUGH
DEED & ACTION**



U.S. NEWS ARTICLE

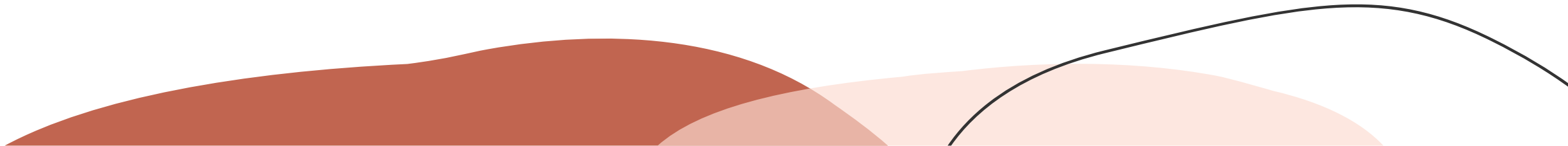
**JUST 8% OF BUSINESS LEADERS
SURVEYED ARE SERIOUSLY
CONSIDERING CHANGES TO
THEIR DEI PROGRAMS...
NEARLY HALF DO NOT HAVE**

**PLANS FOR NEW OR
FURTHER ROLLBACKS**

**IN THE COMING YEARS, MINORITY POPULATIONS
WILL GROW INTO THE MAJORITY POPULATION**

AND

**THEY WILL EXPECT THEIR BUSINESSES
TO REFLECT THEIR NATION'S DIVERSITY**





DEED & ACTION



GOALS AND ACTION STEPS



**UTILIZE THE
INTERNET
&
GOOGLE**



C. LOVE BAKING ACADEMY



**THEY TRAIN IMMIGRANT
WOMEN & PROVIDE
PROFESSIONAL SKILLS IN
BAKING AND COOKING.**

**SO THEY CAN FIND
GAINFUL
EMPLOYMENT IN THE
WORLD**

- 
- **SCHOLARSHIPS**
 - **MENTORING**
 - **SHADOWING**



FRONTEIR INT'L ACADEMY

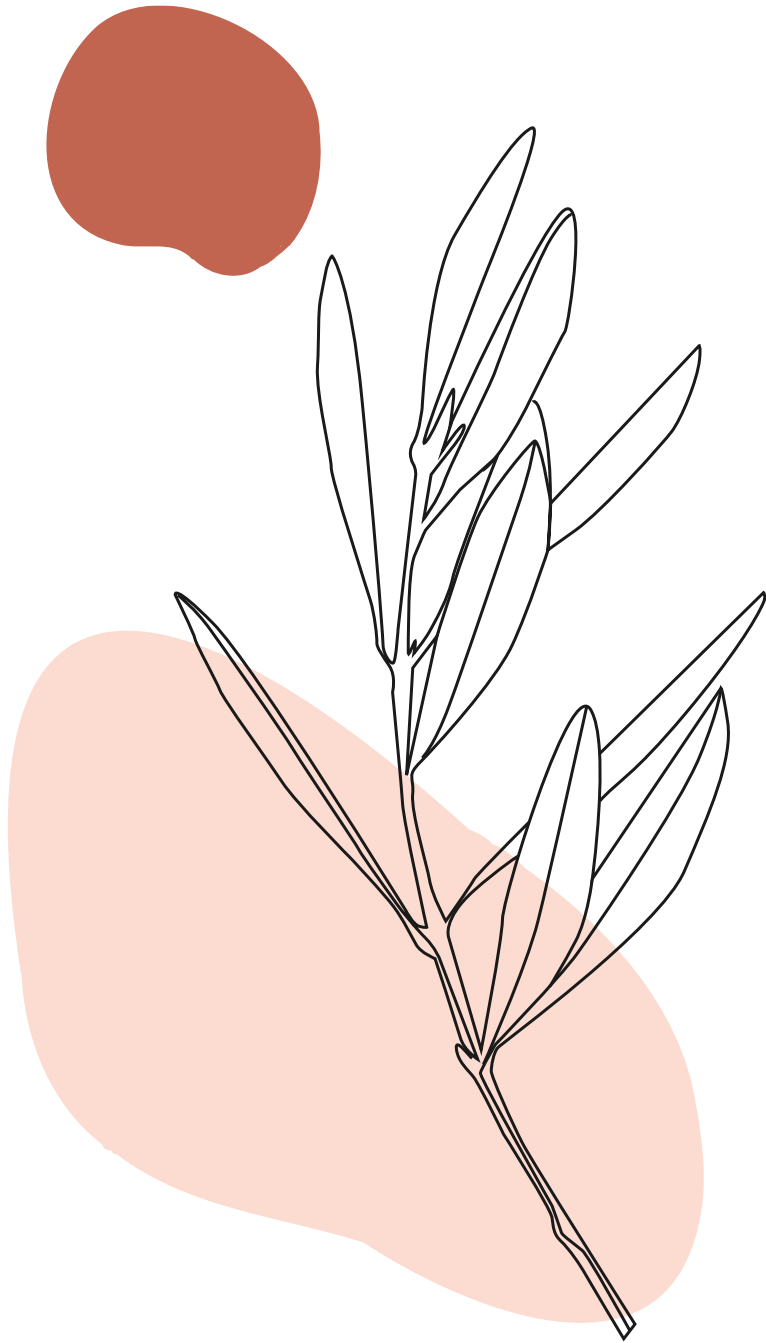
9TH – 12TH GRADERS

**TUITION FREE – PUBLIC SCHOOL
(WHERE ENGLISH WASN'T THEIR NATIVE
LANGUAGE)**

**PROVIDE TOILETRY ITEMS ie; (SOAP,
LOTION, SANITARY NAPKINS,
TOOTHBRUSHES, TOOTHPASTE,
SHAMPOO) ETC.**

**ASSORTED CLOTHING ie; (SOCKS, GLOVES,
HATS) ETC.**

SPEAKERS BUREAU



CLOSING & QUESTIONS