Black Women’s History Committee’s of NWHA webinar feb 24, 2024

Comments and questions from the Chat—with pertinent material. Questions were addressed in the Webinar. You can view a replay of that webinar on NWHA website youtube.

15:20:53 From Jill Zinckgraf : Thank you for being here with us today. Your presence adds so much to our community. Let's make this webinar a space for learning, sharing, and connecting with one another. These stories are incredibly inspiring.

Question: What are some specific ways we can continue to challenge the hypocrisy found within political and religious arenas that prevent diversity and equality for all people?

15:23:38 From Cherri Thompson : I would like to ask the ladies of the panel what does Equity, Diversity, Inclusion and Belonging mean to them?

15:29:49 From Anna-Marie Booth To All Panelists : Please discuss DEIB using action verbs to demonstrate the meaning, I, e, how is diversity achieved, how does inclusion occur…? Thank you

15:33:38 From Gayle Rogers : I believe in diversity but see that sometimes people are uncomfortable with the word and overall concept. So I suggested a statement for my diverse committee - A Diverse Equally Included peoples creates a feeling of Societal Belonging.

From Kimberly McCrae : Question:Since so many of the spaces that implement DEIB offices are corporate, higher education, etc, and the relationship piece is more often than not transactional, how do we move the relationship piece from transactional to transformational?

From Barbara Sanders : I love the concept of intergenerational equity! I look forward to learning more

 Could we get the stats again on ethnicity percentages of Generation Alpha ? The speaker was great but spoke so quickly !

 Answer: 15:46:43 From Arthurenia Hawkins To All Panelists : The racial makeup is 26% Latino 16% Black 7% Asian/Pacific Islander. Generation Alfa is the most diverse generation in U.S. History.

15:44:55 From Patricia Acosta : Thank you for making this enlightening presentation a virtual option. Question for all presenters: How have you handled a situation when a colleague was not accepting of others' Diversity?

**15:45:29 From Jill Zinckgraf : Diversity is a fact, equity is a choice, inclusion is an action, and belonging is an outcome.**

15:51:20 From Lynda Gillow : Diversity is a fact, equity is a choice, inclusion is an action, and belonging is an outcome.

**First question** will be What are some specific ways we can continue to challenge the hypocrisy found within political and religious arenas that prevent diversity and equality for all people?

16:06:02 From Shawn Gilbert : Our # 1 commonality is that we are all human beings. A garden has many flowers of untold differences: color, leaves, texture etc. It is a beautiful place. All of us, like a garden, come together to create a beautiful garden of humans. 💐

16:07:30 From Kimberly McCrae : Question:How do you determine what is 'good ground' (for my church folk) when deciding on allyship and collaboration in this work?

16:08:55 From Jessie Lane : Bravo -- Ms. Tarbet! Your depth of experience in DEIB paints a very clear picture that it will require our collective voices to change the landscape.

16:09:05 From Erica Bristol : ­­How much does DEI have economics as a foundation, and should that also be addressed as essential part of advancing DEI efforts?

16:11:30 From Udeme Itiat : This has been a great program!

16:12:21 From Anna-Marie Booth To All Panelists : This was a thought-provoking presentation with the several speakers. A note re **black professional women**: Married with children - Serena W, , Ursula Burns. Very Late marriage (age 49) : VP Harris. Not married: Oprah, Stacey Abrams, Ava DuV.

16:17:53 From Anna-Marie Booth : Diversity: age, economic status, sex, gender-identity, culture, religion, physical ability

16:18:42 From Timshel Tarbet To Anna-Marie Booth and All Panelists : Anna, here are the definitions I use from an actual definition standpoint**. Diversity**

All the differences that people bring to an organization or group including: ● Social identities (gender, race, ethnicity, age, sexual orientation, disabilities, class, etc.J; and

Personal attributes values. worldviews. mindsets. ethics. experiences.

 **Equity**

Equally high outcomes of access, opportunities, or success for all individuals, regardless of any social or cultural factor.

Working for equity means: 1) removing the predictability of self-determined success or failures that currently correlates with any social or cultural factor; 2) Interrupting inequitable practices, eliminating biases, and creating inclusive multicultural environments for individuals; and 3/ Discovering and cultivating the unique gifts, talents and interests that every human possesses. - Adapted from National Equity Project

**Inclusiveness**

Valuing the perspectives and contributions of all people, and incorporating the needs and viewpoints of others.

Thank you for attending our webinar. Your participation and involvement are vital to spread this important work.