

Lesson 1: What is DEI?

💡 **Opening Prompt**

Have you ever felt the sting of exclusion — at work or in life?

- What happened?
- How did it make you feel?
- How did others respond?

📌 **Activity: Define It in Your Own Words**

Write what comes to mind when you hear each word:

Diversity

Equity

Inclusion

📝 **Reflection Questions**

- How are diversity and inclusion different?
- Why is equity more than just “treating everyone the same”?
- What’s one example of exclusion you’ve seen at work?

📖 **Case Example:** Imagine a new employee joins your team but notices everyone else speaks the same language and shares the same background. They struggle to connect.

- What risks could this create for the team?
- What could leaders or peers do differently?

Action Step ✨ One way I can contribute to a more inclusive workplace is: