

Breakout Group 1

What is your goal in engaging in DEI work? What resources do you need to be successful? Which area do you want to focus on first? Who do you need to get on board? Who are your p

Working on By-laws to focus on inclusionary language, avoiding assumptions.

Asking the questions, what elements of DEI make it easiest to communicate with you- Feels Awkward. There is a smaller volume of members with small organizations.

Scholarships started for free, a agree memberships in order to push memberships.

Mostly Higher Ed. A challenge to diverse the board from experience as well as other groups, outreach, for expansion

Avoiding gendered Language in communication with members.

Highlight members for newsletters. How this selection process functions. Continued conversations are diverse membership recruitment in general.

Recruitment from most organizations- slow going, attempts to recruit both membership and leaders within a chapter. - Virtual Connections limit outreach

Most events are entirely virtual with the exception of social events. Partnership with local AFP chapters can prove a use tool for recruitment.

Cross-marketing with other nonprofit industry groups

Finding related Organizations that can publicize events and general advertisement for your chapter. Attendance for non-members during events.

Breakout Group 2

Create a
LinkedIn
Chapter
Leadership
Group

Apra PA
already has
undertaken
removing
gender
specificity

Incorporate
into review
and possible
rewrite of
chapter
bylaws

Include a DEI
statement on your
website, be
conscious of all
communication is
very inclusive

**Show
instead
of tell**

**The Digital Library
Federation's guide to
creating accessible
presentations:[https://
www.diglib.org/dlf-ev
ents/2016forum/guide
-to-creating-accessibl
e-presentations/](https://www.diglib.org/dlf-events/2016forum/guide-to-creating-accessible-presentations/)**

Remember that
everyone learns
differently or
can/cannot see the
same way, use
accessibility guide
referenced

Use a book club
with a DEI book to
discuss but also a
way to get the DEI
message out

**What is your goal in
engaging in DEI
work? What resources
do you need to be
successful? Which
area do you want to
focus on first? Who do
you need to get on
board? Partners?**

Breakout Group 3

Moderator: Jen Nettles

What is your goal in engaging in DEI work? What resources do you need to be successful? Which area do you want to focus on first? Who do you need to get on board? Who are your p

pulled a list from iwave of all nonprofits in the state and then personally contacted them - resulted in some new members

diverse speakers for keynote at conference

section in membership hand book, on website, and within mentoring program

Member hand book - we are committed to improving our chapter and diversity is the way to do that; showcase stance on accessibility and acceptance

integrate how we use DEI in our respective organizations into our chapter board as well (we look for diversity in our board of trustees so we can do the same in our Apra chapter)

prospect development ends up crossing over with a lot of other areas, and it's certainly not uncommon for us to

offer grant writing workshop to attract other nonprofits? (for example)

diversity in interest as well and reaching out to other groups/orgs with specific related missions

Breakout Group 4

What is your goal in engaging in DEI work? What resources do you need to be successful? Which area do you want to focus on first? Who do you need to get on board? Who are your p

Challenges with low engagement, especially difficult for small chapters.

I liked the idea of reaching out to organizations that aren't members, but we're restricted by volunteer availability.

At any given point, 1 in 4 people is disabled. Not a small community and need what DEI communities are advocating for.

Advocate for research methodologies that are more inclusive.

Low activity post-Covid.

Utilize technologies like close captioning in virtual environments. Provide materials ahead of time. Visual accessibility of slides.

Remind people at the beginning of a meeting about accessibility options.

Reach out to non-members and new members via email or Linked In and introduce yourself, even if that is not your formal role. Everyone likes to be noticed.

Offer closed captioning always and make transcripts available; alt text; visual accessibility of slides and other virtual materials.

