

LAVENDER LEARNING

Roundup

POWER THROUGH UNDERSTANDING



Delta Kappa Psi has always stood for true and broadminded womanhood; for loyalty to its members and ideals. Its members have always been women who have embodied the spirit of the University of Redlands. There is power through understanding and it is our duty to actively listen, learn, and challenge ourselves to build community by embracing the true meaning of diversity, equity, and inclusion.

KEY TERMS OF THE MONTH

This year has sparked a lot of conversation and learning about diversity, equity, inclusion (DEI) as well as belonging. For some of us, these terms might be new or challenging to understand, but that's okay because we can learn together. By doing this groundwork we can challenge ourselves to think outside of what we already know and take action to make sure our organization is actively modeling DEI what it truly means to feel as though you belong. In this section, you can find important key terms to know.

WHAT DOES INCLUSION AND BELONGING MEAN?

Inclusion is achieved when diverse populations are involved in the decision making that impacts the policies & practices of the organization.

Belonging is the ongoing culture created to have all people feel welcome across differences. Manifested in the relationships, in conversations, physical space & written word.

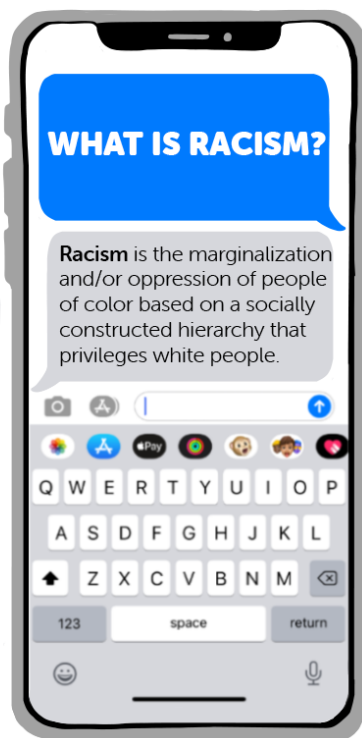
WHAT IS RACISM?

Racism is the marginalization and/or oppression of people of color based on a socially constructed hierarchy that privileges white people.

WHAT DOES DIVERSITY MEAN?

Diversity is representation. It can be measured through numbers and is usually tracked by race, gender, sexual identity, age, education, economic background.

This means every person feels valued for exactly the way that they are.



RACIAL JUSTICE IN THE NEWS



The Diversity Gap Podcast-

Building Equity from the Ground Up with Dr. Darnisa Amante-Jackson

Listen to an interview on The Diversity Gap with Dr. Darnisa Amante-Jackson, the Founder and CEO of [Disruptive Equity Education Project](#), where she discusses race and social equity. In this episode, they talk about the journey from diversity to equity, the challenges and opportunities of creating a truly equitable social enterprise, and more!



Listen Here

Or Visit <https://bit.ly/3oHoVsi>

TED Talk- The Racial Politics of Time

Cultural Theorist, Brittney Cooper, examines racism through the lens of time. This candid, thought-provoking take on history and race may make you reconsider your understanding of time and your place in it. Watch this short video!



Cultural Theorist, Brittney Cooper

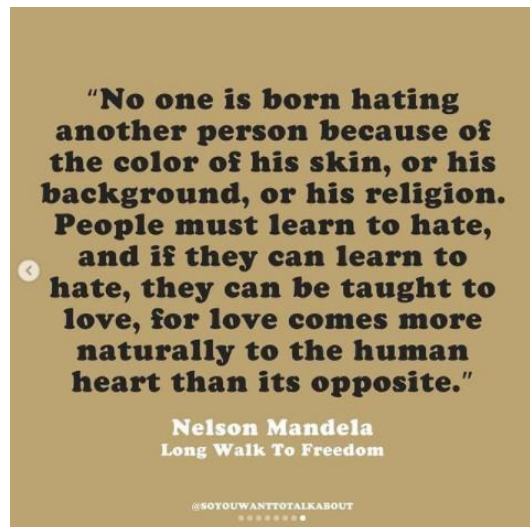
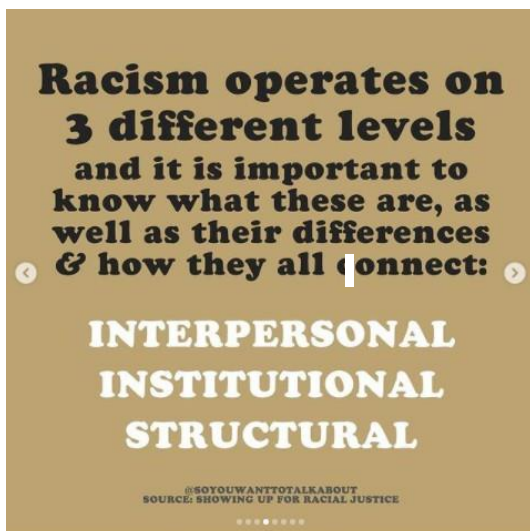
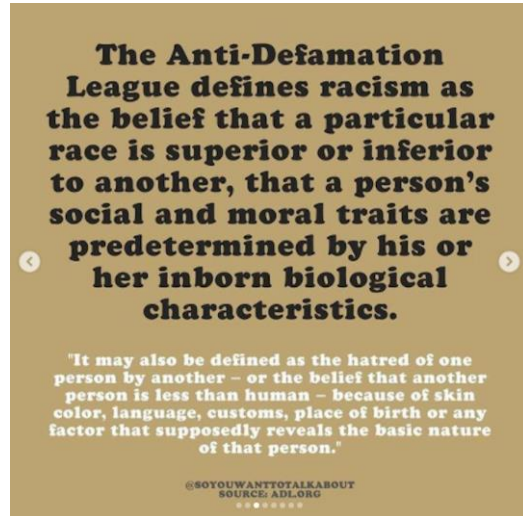
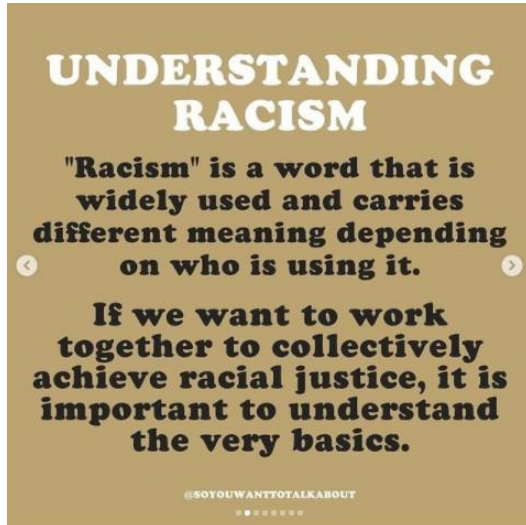
Watch the Video

Or Visit <https://bit.ly/3bFTfzT>

GETTING SOCIAL



In this section, we will share social media accounts to follow if you want to learn more about racial justice. Click below to visit the full post:



@soyouwanttotalkabout: Do not let the important conversation about the cause and effect of racism end. Educate yourself and others as much as possible! There is nothing wrong with continuing to learn and grow. Some amazing resources that I cannot recommend enough to further your learning include [@showingupforracialjustice](#) [@adl_national](#) [@ckyourprivilege](#) [@theconsciouskid](#) [@colorofchange](#)

View the Post

Or Visit <https://bit.ly/2LyAwM0>