

A spiral-bound notebook with a wooden fork and spoon resting on it. The notebook is open, and the text is centered on the page. The background is a dark, textured surface, possibly wood.

Recipe for Diversity

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SPICY CHIMICHURRI

{ with Grilled Steak }





Make your chimichurri

- I'm going to hand you each a card with an ingredient
- Quickly organize yourselves into a team that has
 - Peppers
 - Garlic
 - Oil
 - Vinegar
 - Parsley
- Go!



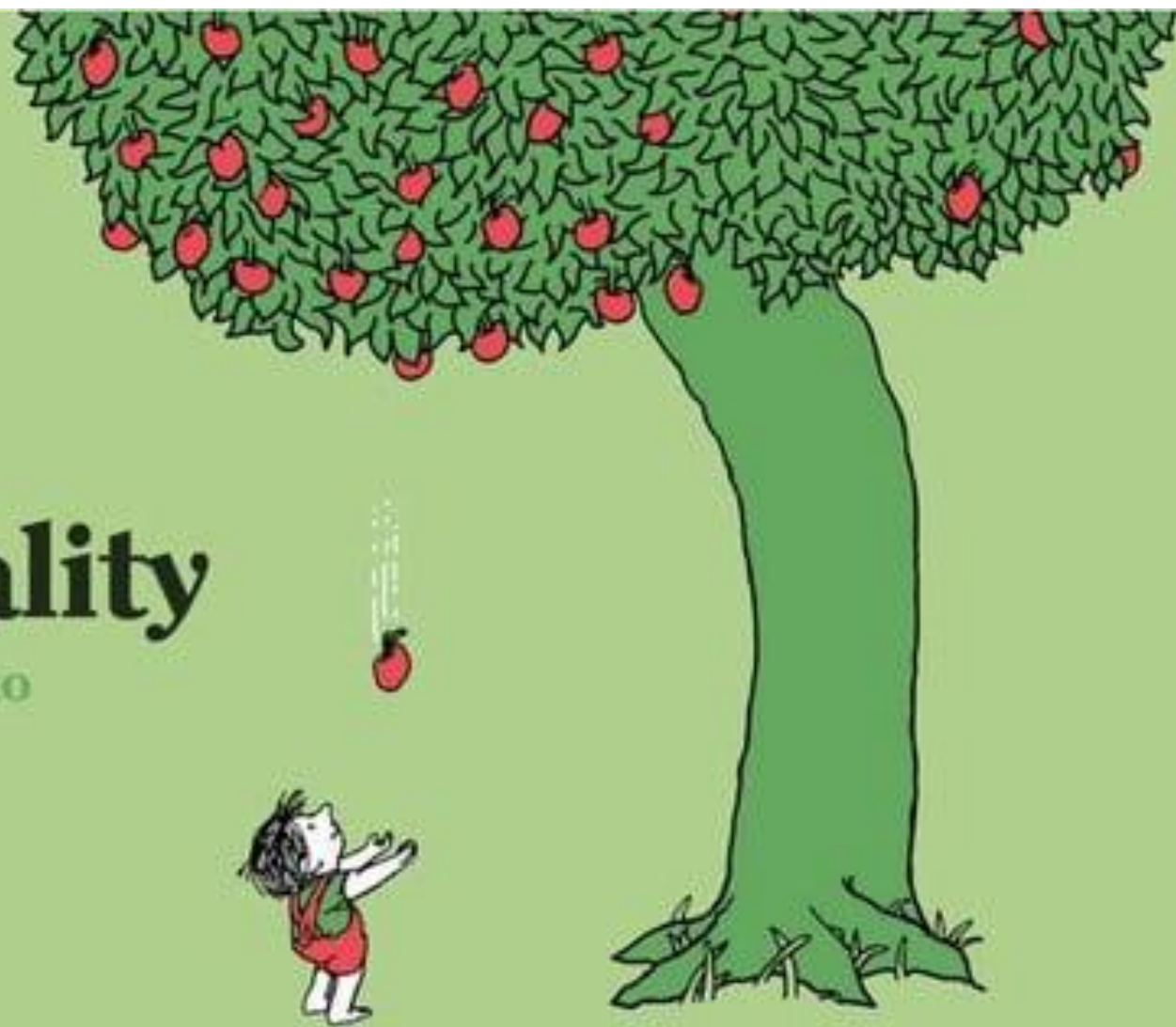
Debrief

- Which group is going to make the best chimichurri?
- Why?
- Will the steak taste good with just oil?
- Will it taste better with all the ingredients?



Inequality

Unequal access to
opportunities



With apologies to Diet Sivertsen from @lunchbreak

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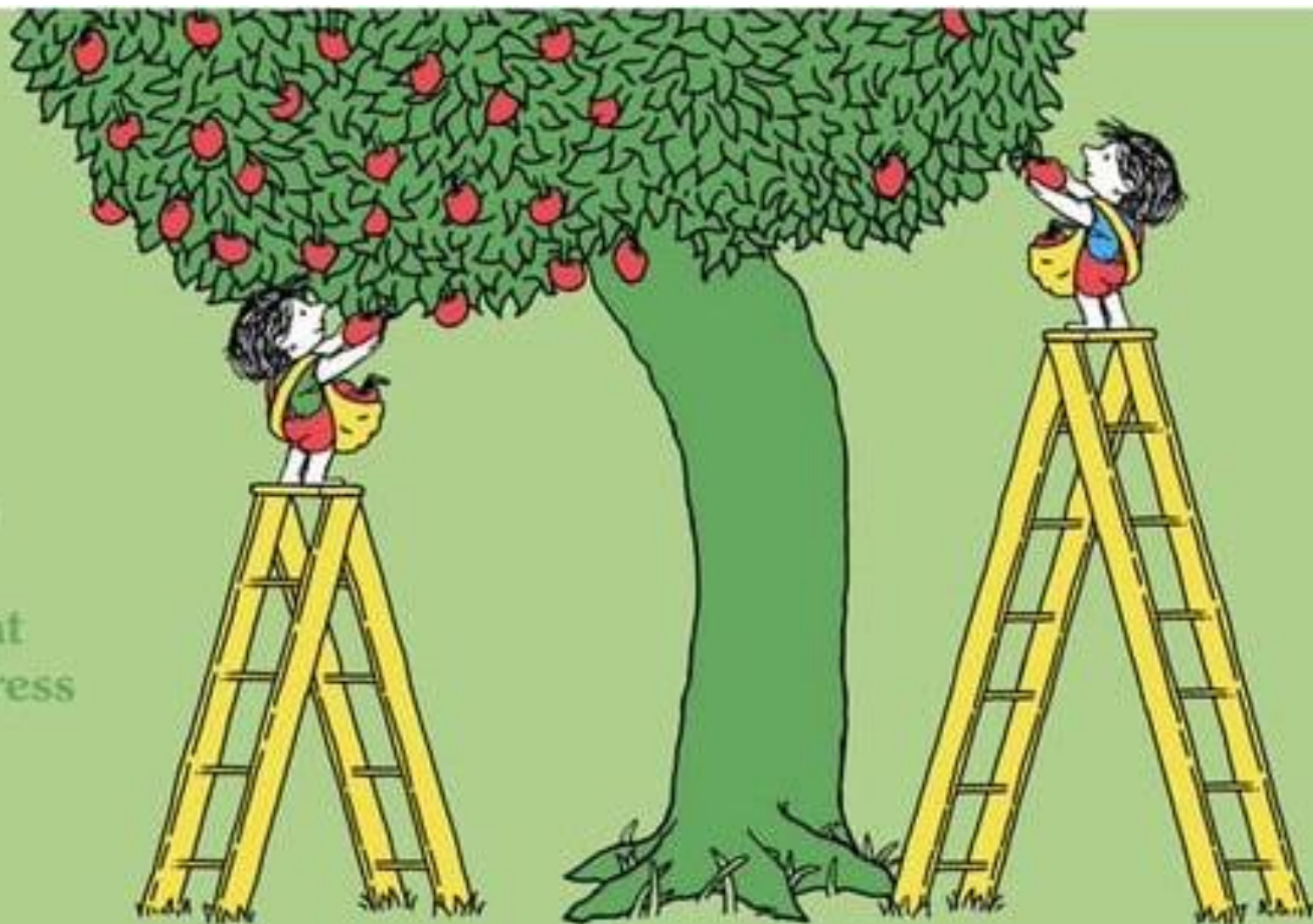
Equality?

Evenly distributed
tools and assistance



Equity

Custom tools that
identify and address
inequality

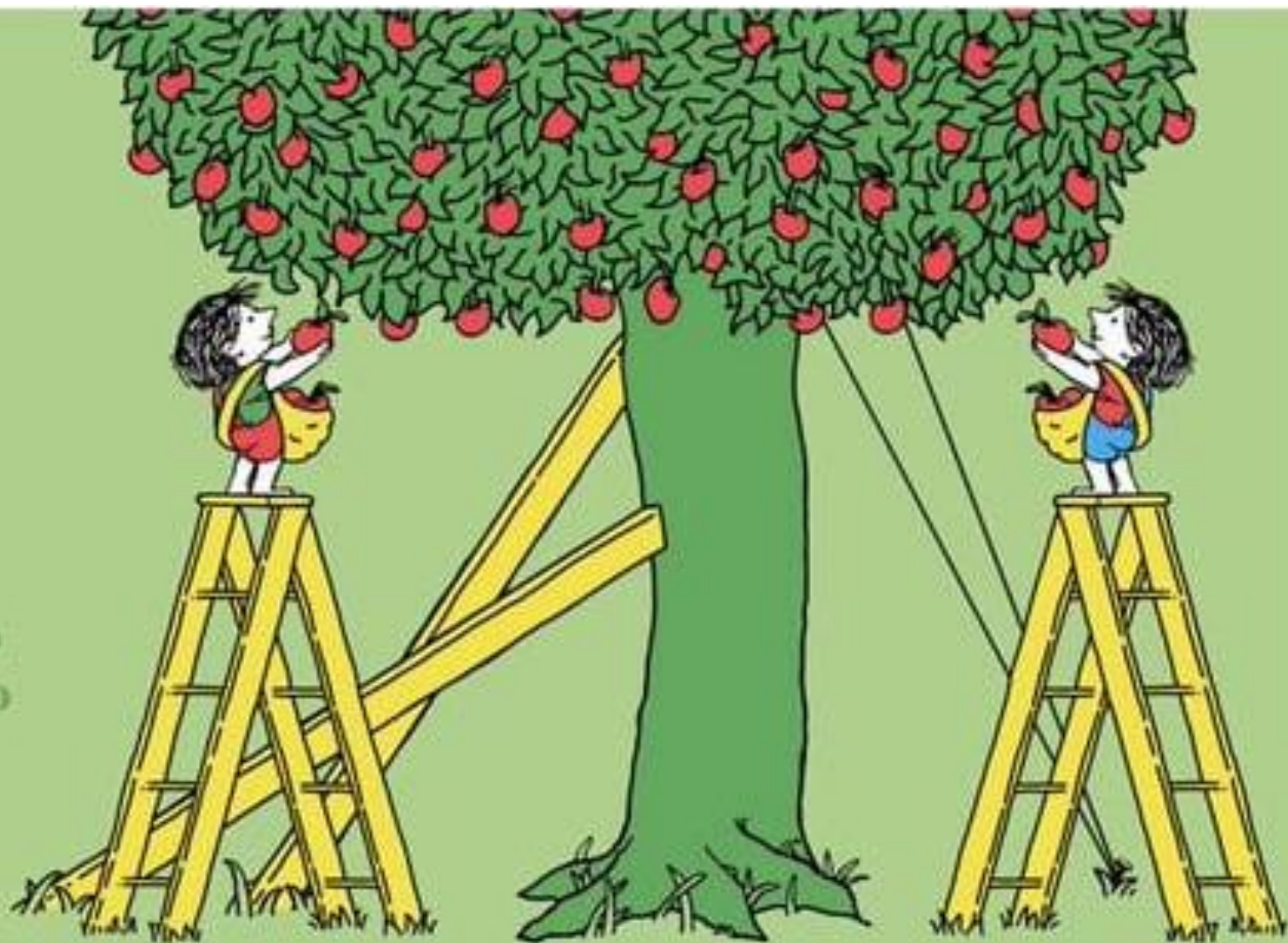


with apologies to Shel Silverstein from [glueboard](#)

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Justice

Fixing the system to offer equal access to both tools and opportunities




Start Simple

- Where are your opportunities?
- Where are you underrepresented?
- What does your population look like?
- Get the data and act.

	Gender			Age				Race					
	Female	Male	Non-Binary	<25	25-40	40-55	55+	White	Black	SE Asian	Native	Latinx	Other
Leader 1	X				X			X					
Leader 2		X			X			X					
Leader 3		X			X			X					
Leader 4		X					X	X					
Leader 5	X				X					X			

Your Charge

- Assess your team or teams
 - Acknowledge what perspectives you might be missing
 - Look for ways to include diverse perspectives into your work
 - Start simple and grow from there
 - Look towards Equity & Justice, not just Equality
 - Create your recipe for success!
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- A decorative graphic consisting of several thick, yellow, curved dashes arranged in a roughly circular pattern in the bottom right corner of the slide.