
DIVERSITY & INCLUSION STARTS WITH YOU

TREVOR S. MITCHELL, MBA, CAE



MY STORY

Race - White/Caucasian

Ethnicity – Non Hispanic Latino

Gender - Male

**Sex – Male Cisgender (Pronoun –
He/Him/His)**

Sexual Orientation – Gay/Homosexual

Age - 40





**“Diversity is Being Invited to the Party;
Inclusion is being asked to Dance”**

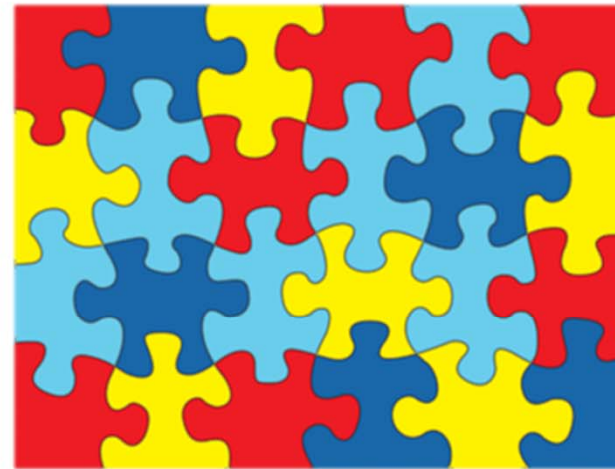
Verna Myers, Diversity and Inclusion Expert



DIVERSITY



INCLUSION



Diversity

Respecting individual differences

Inclusion

Experiencing a sense of belonging and feeling valued

Equality

Creating equal access to opportunity

MOST COMMON D&I

- Race
- Ethnicity
- Gender
- Sex
- Sexual orientation
- Age







IT STARTS
WITH YOU

IT STARTS WITH YOU



- You can't expect others to carry D&I
- Has to start within you to be the change
- Don't have to be a leader in the space, but can't sit quietly
- Being and Advocate/Ally
- Self-Awareness
- Continuous Education

**A decision to be an ALLY is a decision to
TAKE AN ACTION**



Speak up



Refer



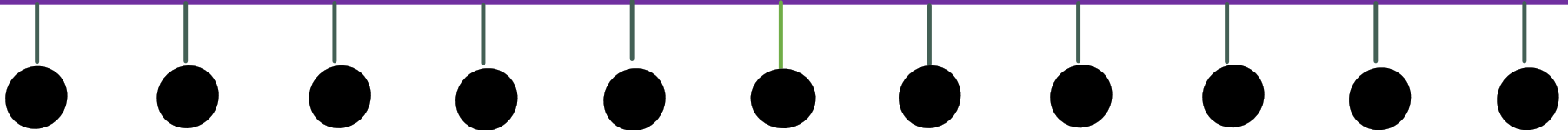
Share



Change



Sacrifice





IMPACT IN OUR ASSOCIATION

ASSOCIATION/INDUSTRY PARTNERS PERSPECTIVE



- Staff
 - Hiring/Support
 - Leadership
- Members
 - Volunteers
 - Representation
- Industry



