



Wharton Clubs: DIALED IN

Diversity, Equity, & Inclusion
February 23, 2021

DEI Definitions:

- Diversity: The degree of differences between people within a group- Who is in the room?
- Equity: Treating and providing individuals with what they need to thrive; accounting for systemic disadvantage and aiming to achieve justice through organizational and interpersonal intervention- What do they need?
- Inclusion: Engaging others in a way that fosters a sense of belonging- How are they being treated?

Penn Club of DC DEI Committee Mission Statement:

- To create a sustainable infrastructure for the Penn Club of DC that ensures that diversity, equity & inclusion remain a top priority of the board, including the selection and evaluation of club events, recruiting and selection efforts for executive and at-large board representation, and accountability for board and club processes that create an inclusive space for all [Penn Club of DC] members.

Wharton Club of New York's Equality Task Force Mission Statement:

- From Lisa Anastos, Wharton Club of New York's Equality Task Force : Racism, social injustice, and discrimination remain within our society and within the business community at large. WCNY is committed to ensuring fair and humane treatment, and equal opportunity for every human being, no matter one's skin color, ethnicity, race or identity.
- DE&I education repository of WCNY:
https://docs.google.com/document/d/1R2awVw6jt-NvGmxR_5BgZ-5w9hKclmPhL_VIZ-TPQLQ/edit?usp=sharing

Discussion Questions for Breakout Rooms:

- What challenges do you face when thinking about DE&I within the club?
- Do you recommend any trainings, speakers, books, or podcasts that you consider valuable resources on DE&I?

- How does your club address DE&I? Have you made any recent changes and what did you do?
- Have you hosted events centered around DE&I? Main takeaways?

Ideas and Comments From Participants

- I would love to look into close captioning/simultaneous translation services on zoom to be language inclusive
- Would like to share the DE&I events in the Penn/Wharton community for Wharton Club of Chicago so I don't recreate the wheel
- I would also like to explore with our members what does inclusion and diversity mean in Panama and bring this conversation to our members, so we can further impact our larger community and our country
- A methodology to actually collect DE&I information in our investment activities would help us a lot
- Ideas to implement: Post-event questionnaire, request for new speakers from the attendees, establish a point of contact in the club for questions, have a common set of definitions and share them before a DEI focused event, weave DEI in all events
- How do we collect data to ensure we are maximizing DE&I efforts?
- What would be really useful is to have data for the local Alumni bases on gender, race, country of origin / nationality, sexual orientation (if you have the data)
- Tips to move people to be open to realize their privilege
- Collecting additional information from members when they register/attend events, as well as during post event survey
- Provide consistently related links that pertain to the month current events at hand (i.e. links for BHM, highlighting women for women's history month, etc.); also figure out way to collect and store PII
- Event idea: presentation about what diversity is with a diversity "expert" in an "Ask Me Anything" format, where people can safely submit questions to seek understanding
- Supporting & collaborating with other clubs!
- I think that the process of individuals from different backgrounds and different clubs sharing ideas is immensely helpful. The clubs teams could create an interclub working group through which those with interest can share resources, information, about our events, initiatives and success.
- Appreciate when the university liaisons send a list of upcoming events-thank you
- Some things that have worked for us and I'm happy to be of service: our zoom event methodology is very interactive, with tools from appreciative inquiry method. Survey on last event was 9.4 out of 10 satisfaction in a zoom event, we asked members to fill out survey on their way out of the zoom room to get more people to complete it

- Continue to collaborate on the Wharton SoCal Call To Action plan and share more widely
- Engaging our diverse alumni base beyond gender and diversity but also disability with accessibility tools such as closed captioning
- I'd like to make people aware of age discrimination as much as other kinds of discrimination - at both ends of the scale - too young and too old. Not so much about club participation but awareness within the community