



## EMBEDDING YOUR EDI VALUES INTO YOUR PROGRAMMING, EVENTS, AND COMMUNICATIONS

Once your Board begins the conversation about Equity, Diversity, and Inclusion, a natural next step is to consider how your programming and communication reflects your EDI values and priorities...and what you can do to make it even more reflective. This is something you'll need to continuously revisit over time. The following is a sample set of questions to help ensure that your programming decisions and communication are reflective of your EDI values and priorities.

### Programming and events

- How are we practicing diversity and inclusion in our programming? Where could we improve?
- Do we choose diverse speakers (race, ethnicity, gender, sexual orientation, disability, and other identities)?
- Do our speakers represent a range of issue areas across the nonprofit sector?
- Are we holding our events in different places across our city/region? Are there areas we want to intentionally highlight? Are there new areas we want to broaden to?
- Does the timing of our programming meet the needs of a diverse membership (i.e. varying work schedules, family obligations)?
- Are we intentionally showcasing new and diverse talent in the field...or do we always go back to the usual suspects, or those who are already known in the field?
- Is our programming inclusive? Do participants...have a voice in selecting programming? Contribute to session design? Get to dialogue with presenters and each other? Have a consistent way to provide feedback and input?
- Do we offer programming that gives our membership a deeper understanding of power dynamics and the systematic, historical, and cultural context in which they are trying to make change? (i.e. implicit bias, structural racism)
- Do our events create networks that facilitate working across institutions and bring diverse groups of people together to achieve common goals?

### Communications

- Are our chapter's equity, diversity and inclusion values clearly reflected on our communication platforms (website, newsletter, and social media)?
- Are we intentionally reaching out through diverse communication channels?
- Are our website and newsletter accessible to people with vision impairment?
- Are we actively researching, writing, and sharing in ways that challenge the systems that hold us back?
- Do we consistently engage with, promote, and share a variety of ideas and approaches?

*What other questions would you add? Share them with [chaptersupport@ynpn.org](mailto:chaptersupport@ynpn.org).*

Read **YNPN National's** Stance on [Diversity, Equity and Inclusion](http://www.ynpn.org/equity-diversity-inclusion) : <http://www.ynpn.org/equity-diversity-inclusion>