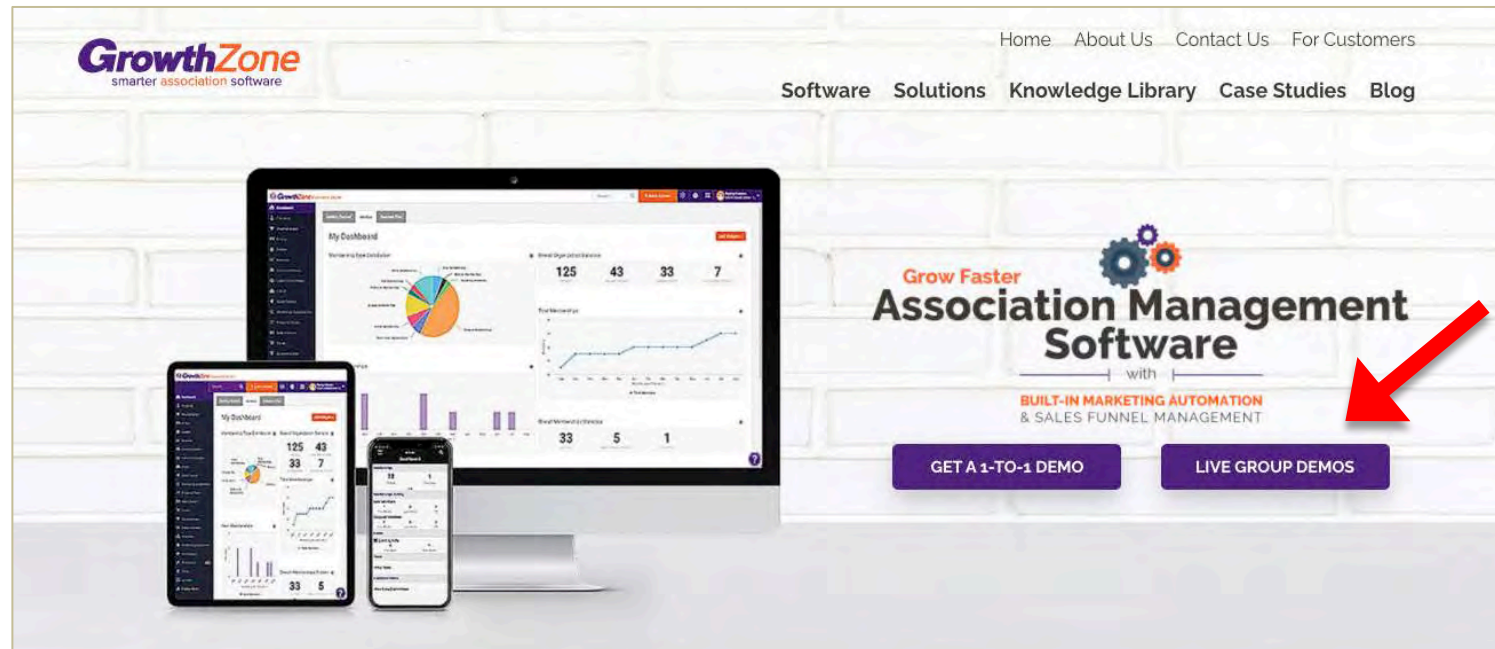




*Join a live, online group demo.*

[growthzone.com](http://growthzone.com)



The banner features the GrowthZone logo in the top left corner, with the tagline "smarter association software". A navigation menu in the top right includes links for Home, About Us, Contact Us, and For Customers. Below this, a secondary menu lists Software, Solutions, Knowledge Library, Case Studies, and Blog. The central visual is a desktop monitor, a tablet, and a smartphone, all displaying the software's dashboard. The dashboard includes a "My Dashboard" section with a pie chart, a "Board Member List" table, and a "Board Member Performance" line graph. To the right of the devices, the text "Grow Faster Association Management Software" is displayed, followed by "with BUILT-IN MARKETING AUTOMATION & SALES FUNNEL MANAGEMENT". A large red arrow points from this text towards the "LIVE GROUP DEMOS" button. At the bottom, there are two purple buttons: "GET A 1-TO-1 DEMO" and "LIVE GROUP DEMOS".

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smarter association software

My Dashboard

Board Member List

Name	Position	Term	Status
John Doe	President	2023-2025	Active
Jane Smith	Vice President	2023-2025	Active
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Sarah Lee	Treasurer	2023-2025	Active
David Brown	Member at Large	2023-2025	Active

Board Member Performance

125 43 33 7

33 5 1

Grow Faster  
**Association Management Software**  
with  
BUILT-IN MARKETING AUTOMATION  
& SALES FUNNEL MANAGEMENT

GET A 1-TO-1 DEMO

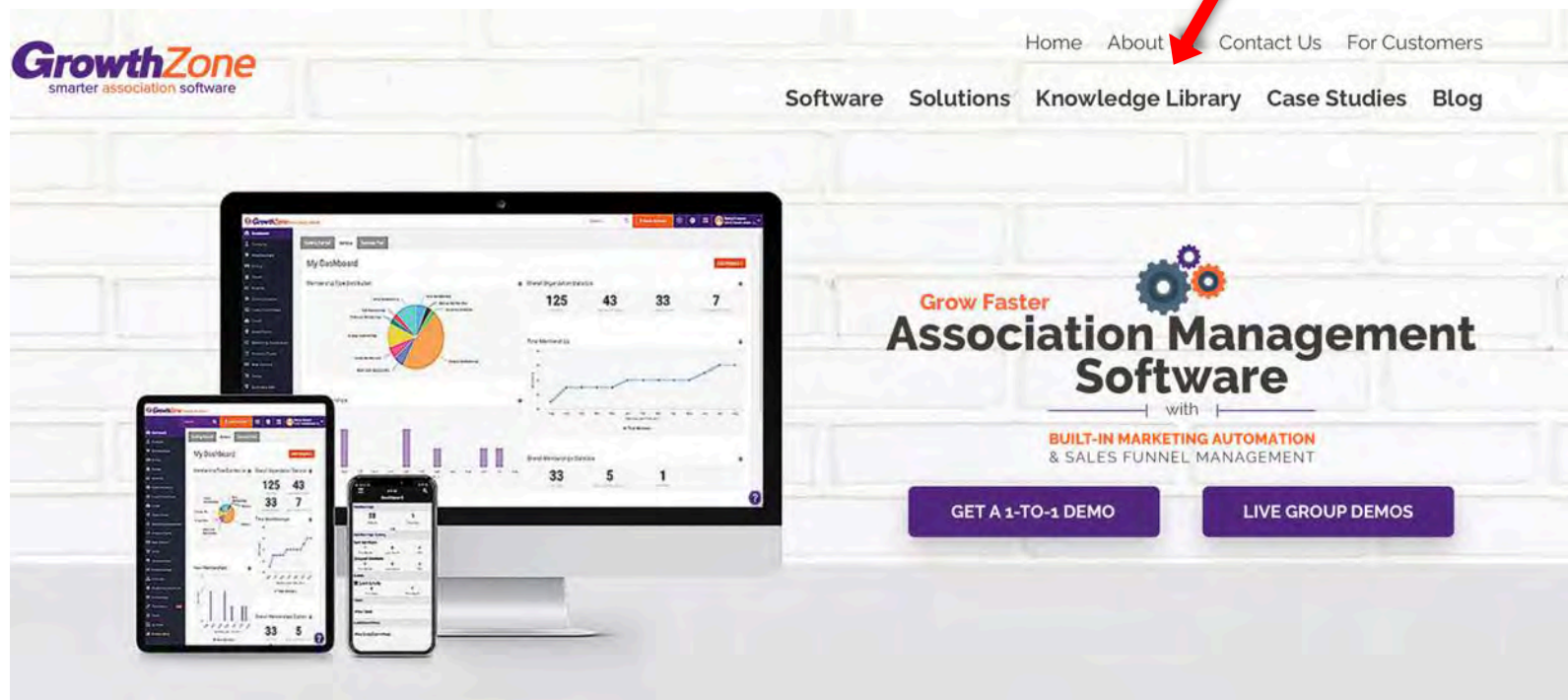
LIVE GROUP DEMOS



**THIS WEBINAR IS BEING RECORDED.**

Everyone who registered will  
receive the recording via email,  
*even if they didn't watch it live.*

GrowthZone.com



The banner features a white brick wall background. On the left, a desktop monitor, a tablet, and a smartphone display the GrowthZone software interface, which includes various charts and data points. On the right, the main text reads 'Grow Faster Association Management Software' with a gear icon. Below this, it says 'BUILT-IN MARKETING AUTOMATION & SALES FUNNEL MANAGEMENT'. At the bottom right, there are two purple buttons: 'GET A 1-TO-1 DEMO' and 'LIVE GROUP DEMOS'. The top navigation bar includes links for Home, About, Contact Us, For Customers, Software, Solutions, Knowledge Library, Case Studies, and Blog. A red arrow points to the 'About' link.

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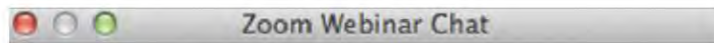
**Grow Faster**  
**Association Management Software**  
with  
**BUILT-IN MARKETING AUTOMATION & SALES FUNNEL MANAGEMENT**

GET A 1-TO-1 DEMO LIVE GROUP DEMOS



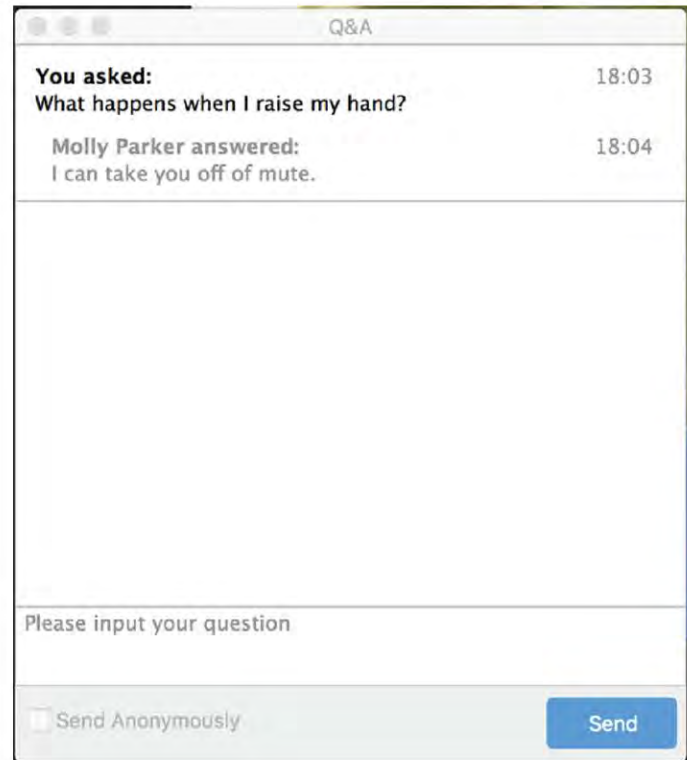
**PARTICIPANTS ATTENDING THE LIVE SESSION  
WILL RECEIVE 1 CAE CREDIT**

*Certificates will be emailed to attendees within 1-2 days.*



Send to: ☐ All Panelists ☒ Everyone

Your text can be seen by everyone





# **Diversity & Social Justice: A Starting Place**



GOOD ENOUGH NOW



**Jessica Pettitt**

**@jesspettitt**

**Jess@GoodEnoughNow.com**

**(202) 670-4262 text**



**GOOD ENOUGH NOW**



## Diversity and Social Justice: A Starting Place

### Description

Unlike other online diversity trainings, this course introduces the concepts that the user or learner can utilize in their own lives immediately. Regardless of each participant's identities and lived experiences, the concept of how we coexist, interact, and impact one another is imperative to build better teams, better connections, and deeper relationships.

Spend an hour reflecting on how you fit into the conversation of diversity. Understanding the intersection of our own unique biases, perceptions and expectations of entitlement is the foundation of social justice work. Our experiences, choices, and impact, both intentional and unintentional, matter. This is the starting place.

## Learning Outcomes

- \* Recognizing difference and engagement habits;
- \* Personal reflection and seeking out new experiences;
- \* Feeling safe and prepared;
- \* Conscious and Unconscious Bias, both positive and negative;
- \* Recruitment, Retention, and Fit; and
- \* The role of Curiosity, Generosity, Authenticity, Vulnerability.



**“In our every deliberation, we must consider the impact of our decisions on the next seven generations.”**

**The Great Law of the Iroquois Confederacy**



**A Starting Place**

# Ethnocentrism







**IMAGINE**  
**A WORLD**

Art by Dread Scott

# Equity and Inclusion





# **Dominant Identities**



# **Subordinated Identities**

# Subordinated Identities

What are my subordinated group memberships? These would be the identities you have and those that are perceived about you by others that receive less privilege in particular socially constructed settings.

Identities	Invisible	Visible
Lesbian/ Queer		X
Non- Christian	X	
Physical Ability Issues	X	
Woman Identified		X

# Dominant Identities

What are my dominant group memberships? These would be the identities you have and those that are perceived about you by others that receive more privilege in particular socially constructed settings.

Identities	Invisible	Visible
White		X
US Citizen	X	
Native English Speaker		X
Upper Middle Class		X
Legally Married		X
Almost 50	X	
Extroverted		X
Highly Educated	X	



# **Power and Privilege**



**What are THEY doing?**

**We would never do that?**

**THEY aren't one of us!**

Right

us!e!





Wrong









Differently Right





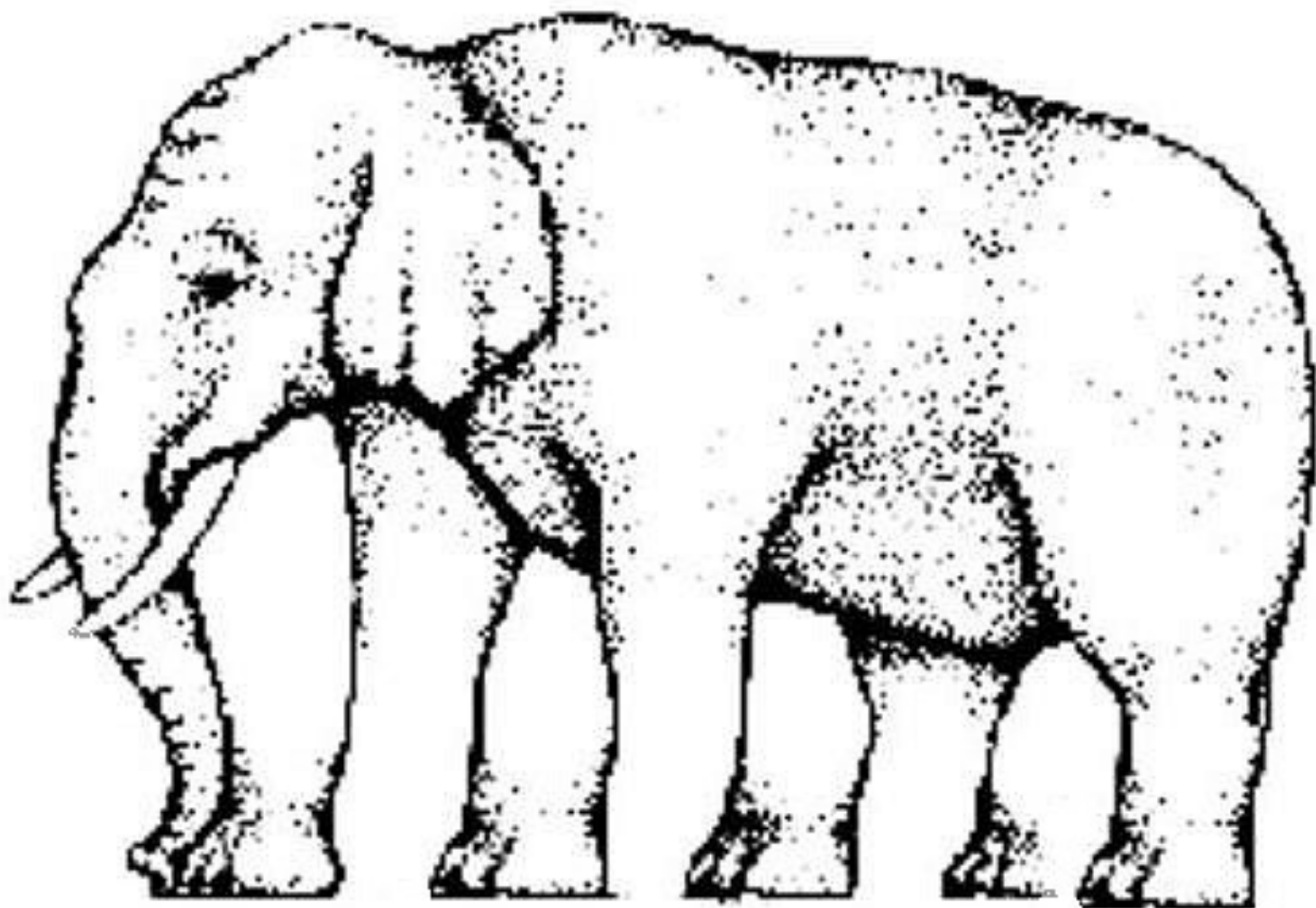


**Take me to your leader...**











# Building Blocks

Your beliefs become your thoughts.  
Your thoughts become your words.  
Your words become your actions.  
Your actions become your habits.  
Your habits become your values.  
Your values become your destiny.

Mahatma Gandhi

# The Golden Rule

## Buddhism

Hurt not others in ways that you yourself would find hurtful

## Christianity

All things whatsoever ye would that men should do to you, do ye even so to them

## Confucianism

Do not do unto others what you would not have them do unto you

## Hinduism

This is the sum of duty: do naught unto others which would cause you pain if done to you

# The Golden Rule (continued)

## Islam

No one of your is a believer until he desires for his brother that which he desires for himself

## Jainism

In happiness and suffering, in joy and grief, we should regard all creatures as we regard our own self

## Judaism

What is hateful to you; do not to your fellow man. That is the law: all the rest is commentary

## American Indian

Respect for all life is the foundation

# What is your Worldview?









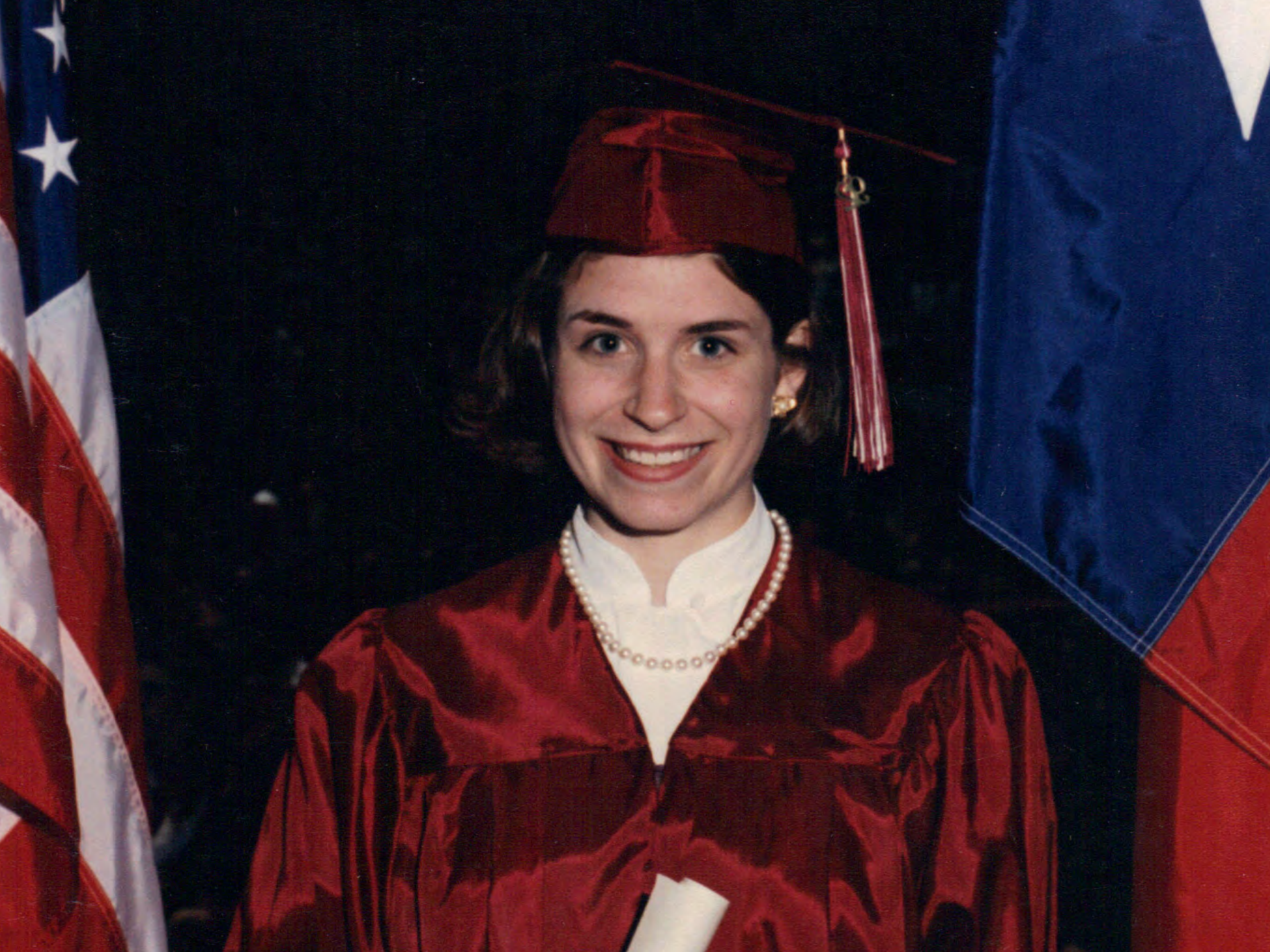
























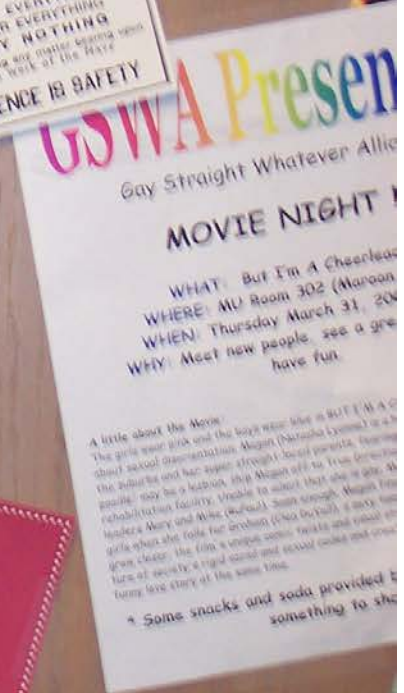
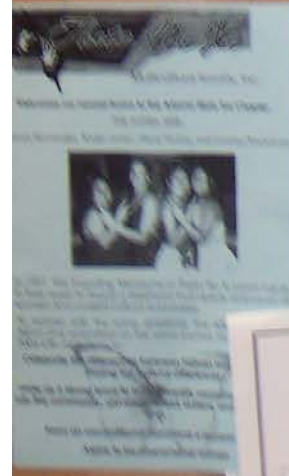
# Three People on the Edge











i am

State University









# Pluralism...

Pluralism...

**Multiculturalism...**

Pluralism...

Multiculturalism...

**Tolerance...**



Pluralism...

Multiculturalism...

Tolerance...

**Awareness...**

Pluralism...

Multiculturalism...

Tolerance...

Awareness...

**Celebration...**

Pluralism...

Multiculturalism...

Tolerance...

Awareness...

Celebration...

**Diversity...**

Pluralism...

Multiculturalism...

Tolerance...

Awareness...

Celebration...

Diversity...

**Social Justice...**

Pluralism...

Multiculturalism...

Tolerance...

Awareness...

Celebration...

Diversity...

**Social Justice...**

**Equity and Inclusion...**











stand.



Speak.





act.





A close-up, warm-toned photograph of a person's hands, one resting on the other, with a watch visible on the wrist. The image has a soft, slightly blurred quality, emphasizing the texture of the skin and the metallic band of the watch.

**We are all doing  
the best we can  
with what we  
have... some of  
the time.**

# **NOTICE**

**THANK YOU  
FOR NOTICING THIS  
NEW NOTICE**

**YOUR NOTICING IT HAS BEEN NOTED  
AND WILL BE REPORTED TO THE AUTHORITIES**



I am... responsible for the  
return to civility in our  
conversations

I am... responsible for the  
words I use

I am... responsible for  
listening to others as if  
they are wise

I am... responsible for not  
further marginalizing  
others

I am... responsible for  
including others to their full  
capacity



**Jessica Pettitt**

**@jesspettitt**

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**GOOD ENOUGH NOW**



# Jess Pettitt

## Entry Points to Talking About Association Diversity

(the conversation before the conversation)

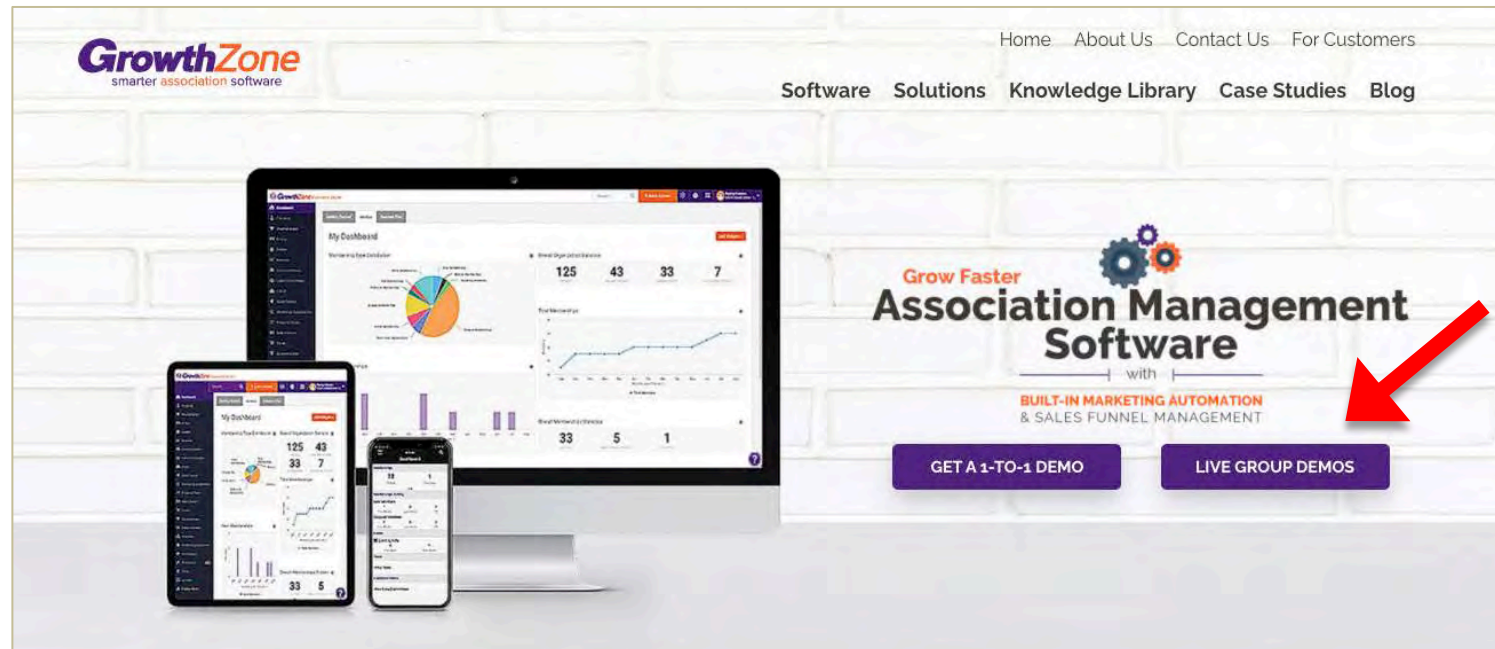
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