

# DIVERSITY, EQUITY, INCLUSION RESOURCES



## FOR INDIVIDUALS

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### Community Grand Rounds

- Description: Launched in 2018, Community Grand Rounds hosts local and nationally recognized speakers, workshops, and other events that explore topics of health equity and population health. The events are designed for professionals in medicine and allied health fields, government leaders, and other non-for-profit leaders and community members. Community Grand Rounds is a collaborative effort between Spectrum Health Lakeland and The Todman Family Foundation.
- Contact: <https://www.spectrumhealthlakeland.org/population-health/get-involved/community-grand-rounds>

### Spectrum Health Lakeland Brave Talks

- Description: Brave Talks is an informal, facilitated gathering of a small group of community members, where they develop and deepen their understanding of structural racism and its impact on the health of our community. It's an opportunity to advance the movement of Community Grand Rounds, share thoughts and impressions, bravely ask questions, be exposed to new ideas, unlearn, and learn from and teach one another.
- Contact:
  - <https://www.spectrumhealthlakeland.org/population-health/get-involved/brave-talks>,
  - [mary.gayan@spectrumhealth.org](mailto:mary.gayan@spectrumhealth.org)

### Eliminating Racism & Creating/Celebrating Equity (ERACC)

- Description: Book List, Films, News & Blogs
- Contact: <http://www.eracce.org/resources>

### Native Land Acknowledgements

- Description: Land Acknowledgement is an SMS and Facebook Messenger bot leveraging data from Canadian not-for-profit, Native Land. Just message your Canadian or US zip code or [city, state], or city, state & country for Australia and we'll send you the Native land on which you're living, working, or recreating.
- Contact: Text your zip code to 907-312-5085

## **ALICE and black households**

- Description: Standing for Asset Limited, Income Constrained, Employed - ALICE represents those in our communities who are working yet still struggling to make ends meet. Poverty and racism have been inextricably connected since this country's inception, yet official federal statistics have never fully portrayed the economic impact of that link. United For ALICE was founded on the need to more accurately measure and track financial hardship nationwide. For more than a decade, our research has been shedding light on the disparity of economic opportunity that exists in every state. The data show that while hardship is pervasive, the history of slavery and its ongoing legacy of systemic and institutional racism stigmatizes Black households uniquely.

- Access the report here: [https://static1.squarespace.com/static/52fbd39ce4b060243dd722d8/t/5f3d23448a32d215775875b7/1597842245772/Embargoed20ALICE+Race+Fact+Sheet+MI\\_Final.pdf](https://static1.squarespace.com/static/52fbd39ce4b060243dd722d8/t/5f3d23448a32d215775875b7/1597842245772/Embargoed20ALICE+Race+Fact+Sheet+MI_Final.pdf)

## **FOR GROUPS & ORGANIZATIONS**

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### **Southwest Michigan Urban League**

- Description: SWMUL supports the realization of diversity equity and inclusion in the broader community by showing up as a thought partner in the field as concepts and ideologies are consistently evolving and developing to advance community. More specifically, SWMUL maintains a cohort of African American leaders who consistently coalesce on this topics as it relates to their lived experience. The result of which is a set of intellectual outputs that inform the work in the broader community and adjusts the community's pulse regarding these issues. So, in short, our focus is to gather diverse perspectives from the lived experiences of African Americans and synthesize those perspectives as representation of the African American community to be inserted in the broader community's scope of the work. Moreover, our focus is to show up and represent the African American voice in spaces where diversity equity and inclusion seeks to act on specific indicators. Our expertise lie in engagement. Not only does SWMUL have 55 years of experience in engaging the African American community, and maintains an objective trust across the community, SWMUL stands as an expert scholar-practitioner in the field, shaping and informing theoretical approaches to these conceptual frameworks.

- Contact: <https://www.swmul.org/contact-info/>

### **Truth and Titus (T&T)**

- Description: The Truth & Titus Collective is dedicated to fostering, co-creating, and sustaining organizational change with equity at the core. We provide equity and inclusion training on a long-term basis equipping you with tools, knowledge, and support to move toward being a more equitable, intersectional organization. Our work is grounded in research, relationships, and love, putting the communities you serve at the center of your work.

- Contact: [truthandtitus@gmail.com](mailto:truthandtitus@gmail.com), <https://www.truthandtitus.com/contact>

## Kalamazoo YWCA

- Description: Using videos, open and honest dialogue, and interactive learning experiences the YWCA aims to raise awareness, build personal and collective responsibility, and provide skills in the community. “Brave Space” is a training that gives community members exposure on how to navigate tough dialogue about race. “Racial Equity Training” is a one-day training focusing on internal transformation to elevate racial equity among staff. A racial equity analysis is incorporated in all our programs, policies, and procedure decisions.

- Contact: Please contact Demetrias Wolverton, Director of Mission Impact, at [dwolverton@ywcakalamazoo.org](mailto:dwolverton@ywcakalamazoo.org) to schedule a presentation.

## SWMI Disability Network

- Description: At Disability Network Southwest Michigan one of our core services is Education & Advocacy. Our Community Education program is designed to educate both people with disabilities and the greater community about the importance of disability justice and inclusion. Disability Network Southwest Michigan’s Community Education program offers presentations for your group or organization to help everyone better understand disability. Our presentations and workshops can be customized to meet your specific needs. We can come to your location, host your group at our Kalamazoo or St. Joseph locations, or work with you to find a space in your community to hold a presentation. Our workshops are also available as online webinars. Workshop topics include ableism & disability language, disability employment issues, and disability history, culture & pride. Staff also work with business and organizations to ensure employment policies and procedures are equitable for people with disabilities. [https://www.youtube.com/watch?v=ITjwdCr3CVw&feature=emb\\_logo](https://www.youtube.com/watch?v=ITjwdCr3CVw&feature=emb_logo)

- Contact: <http://www.dnswm.org/connect/contact-us/>

## The OutCenter

- Description: The OutCenter is a nonprofit 501(c)(3) charitable organization governed by a board of LGBTQ+ community members and allies. Their mission is to provide LGBTQ+ people and their families with the services and support they need to feel safe and comfortable in their communities, while also working with local and state-wide groups to establish respect and understanding of LGBTQ+ people and bring equality home to Southwest Michigan. They provide workshops that educate on the science and facts regarding sexual orientation and gender identity and explore the impacts of discrimination and acceptance. - LGBTQ+ Safe Schools Workshop, LGBTQ+ Healthcare Workshop, LGBTQ+ Business Workshop, LGBTQ+ NPO Workshop, LGBTQ+ Law Enforcement Workshop.

- Contact: <https://outcenter.org/programs-services/>



**United Way of  
Southwest Michigan**