



Beyond the Deliberation: **Resources for Continued Engagement on** **Diversity, Equity, and Inclusion**

One of the key deliberative dispositions that the Deliberative Citizenship Initiative (DCI) has identified is an “action orientation.” While dialogue and deliberation are themselves important contributors to a healthy democracy, they become even more valuable when they lead to shared agreement on key issues and an intentional commitment to take either individual or collective action on them.

Such action can come in a range of forms and should be broadly understood. It might involve issuing a set of recommendations or deciding to support a particular policy. It might also manifest as developing a better understanding of a topic, connecting with relevant local or national organizations, participating in continued discussions, or generating new approaches to engaging with the issue.

To support such an orientation, the DCI shares a series of “action pathways” for participants to consider after each event or activity it sponsors. Please see the pathways below related to the topic of **DEI Practices**. Engaging in these activities is voluntary -- participants are free to choose any of the pathways, or none. But we encourage you to at least consider them as options that can build on the conversation you just had with your fellow deliberative citizens.

Get Informed

- Read these opposing op-eds in *The Charlotte Observer* about Davidson’s decision to show “I’m Not a Racist... Am I?” to student-athletes this past spring: [In favor](#); [against](#).
- Gain a deeper understanding of DEI and its purpose [via this article](#) from ABC News.
- Learn more about [Ibram X. Kendi’s arguments for anti-racism](#) and how it applies to schools in this article from KQED.
- Read this article from *The New York Times* [about the shortcomings of diversity training](#).
- Get [your questions about critical race theory answered](#) by the Legal Defense Fund.
- Read this [perspective about who DEI helps and hurts](#) from a Chicago pastor.
- Learn [why diversity programs fail](#), and how they can be more successful, from the *Harvard Business Review*.
- Take a course on [LinkedIn Learning](#) to learn more about how you can advance DEI values in your place of work.

Get Connected

- Learn more about the efforts of the [Davidsonians for Freedom of Thought and Discourse](#) alumni group.
- Explore the different programs offered by the [Center for Student Diversity and Inclusion at Davidson](#).
- Connect with the [National Association for Equity, Diversity, & Inclusion](#).
- Support [America First Legal](#) in their efforts to litigate on behalf of individuals harmed by DEI initiatives.

Get Involved

- Hire a DEI workshop, such as [Paradigm](#), to come to your place of work.
- Join the [National Equity Project](#), which offers resources and training for individuals and organizations aiming to advance equity.
- Help [mentor youth from diverse backgrounds towards career success](#) through the Big Brothers Big Sisters program.
- Attend an event hosted by, or donate to, the [Foundation Against Intolerance and Racism](#), an organization committed to overcoming divisive DEI initiatives.
- Join the [National Association of Scholars](#) in promoting intellectual freedom across higher education institutions.

About This Guide

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The Deliberative Citizenship Initiative

The Deliberative Citizenship Initiative (DCI) is dedicated to the creation of opportunities for Davidson students, faculty, staff, alumni, and members of the wider community to productively engage with one another on difficult and contentious issues facing our community and society. The DCI regularly hosts facilitated deliberations on a wide range of topics and organizes training workshops for deliberation facilitators. To learn more about these opportunities, visit www.deliberativecitizenship.org.

DCI Deliberation Guides

The DCI has launched this series of Deliberation Guides as a foundation for such conversations. They provide both important background information on the topics in question and a specific framework for engaging with these topics. The Guides are designed to be informative without being overwhelming and structured without being inflexible. They cover a range of topics and come in a variety of formats but share several common elements, including opportunities to commit to a shared set of Conversation Agreements, learn about diverse perspectives, and reflect together on the conversation and its yield. The DCI encourages conversations based on these guides to be moderated by a trained facilitator. After each conversation, the DCI also suggests that its associated Pathways Guide be distributed to the conversation's participants.

DCI Pathways Guides

For every Deliberation Guide, the DCI has also developed an associated Pathways Guide, which outlines opportunities for action that participants can consider that are related to the covered topic. These Pathways Guides reinforce the DCI's commitment to an action orientation, a key deliberative disposition. While dialogue and deliberation are themselves important contributors to a healthy democracy, they become even more valuable when they lead to individual or collective action on the key issues facing society. Such action can come in a range of forms and should be broadly understood. It might involve developing a better understanding of a topic, connecting with relevant local or national organizations, generating new approaches to an issue, or deciding to support a particular policy.

If you make use of this guide in a deliberation, please provide attribution to the Deliberative Citizenship Initiative and email dc@deliberativecitizenship.org to tell us about your event. To access more of our growing library of Deliberation Guides, Pathways Guides and other resources, visit www.deliberativecitizenship.org/readings-and-resources.