

WASHINGTON DECA

INNOVATIONS IMPACT AWARD

DIVERSITY, EQUITY, AND INCLUSION AMBASSADOR TEAM

Our State Officer-led DEI Ambassador Team creates and executes DEI-focused initiatives to establish an equitable DECA experience for nearly 13,000 student members. We ensure all members understand and value the importance of DEI in schools, businesses, and organizations, through our team's unique programming.



EDUCATING ON DEI

During conferences, we educated students about the significance of DEI along with our efforts in DEI by hosting an **interactive table** with several handouts on equity and gender bias. We also showcased a **world map** and mini flag markers for students to identify their ethnic backgrounds to visually represent dozens of diverse voices within our organization!

An informational DEI flier was also designed and distributed to members, in which it emphasized what DEI is, past state DEI initiatives, ways to make inclusive change in your chapter, and influential BIPOC business owners.



RAISING SCHOLARSHIP FUNDS

Funds were raised for the Washington DECA Visionary Scholarship which financially supports low-income members in being able to afford DECA conferences. The DEI team worked with our Finance VPs in revising the scholarship criteria to include a new prompt on **why DEI matters**, furthering the awareness of DEI and empowering them to make an impact in their community.



EQUITY IN EDUCATION

We hosted a "**Representation Workshop**" led by Hospitality VPs, centering around **equity**, where **1,200 members** were educated on what equity looks like in the classroom, and how they could use the power of equity to create an **equal playing field** for all students. For several members, this was their first time learning about DEI.

ELIMINATING BIAS IN COMPETITION

During our mock and state competition, Career Development VPs helped develop and present the Washington DECA **Anti-bias Judge Training Flier** which educated judges on how to be more inclusive and respectful in regard to every member's ethnic background, culture, gender, and clothing. We updated our state dress code to be gender inclusive and nondiscriminatory to headgear, hair color, or any physical characteristics.



DEI PROFESSIONAL MENTORS TEAM

Nearly 120 members attended our first-ever **DEI Panel**, in which we invited influential businesswomen (members of our DEI Professional Mentors Team), to share their stories of working in DEI at their respective organizations. They led an hour-long interactive discussion on the importance of DEI education and its impact on our community as a whole. They spoke specifically on how racial, gender, and sexual orientation biases can harm the workplace and what we can do to eliminate that.

COLLABORATING WITH INDUSTRY PROFESSIONALS

The DEI Ambassador Team represents the student voice when meeting with the **Board of Directors DEI Committee**. They work with the BOD to ensure our initiatives are impactful for every member.

WA'S DIVERSE VOICES

Marketing VPs empowered members to share their stories, highlighting **diverse backgrounds** on Washington DECA's Instagram. All social media posts were created by the DEI Ambassador Team and received over 1,740 impressions.



30+ student ambassadors across Washington.
12 Washington DECA State Officers.
15 professional mentors.
461 judges educated.
135+ hours dedicated.

Nearly 13,000 members impacted.