

DIVERSITY, EQUITY & INCLUSION RESOURCES

developed in partnership by North American Interfraternity Conference and Association of Fraternal Leadership & Values (AFLV)

Tokenism

“

When something happens in the world that is wrong, don't try to move on with your life like it is right. The voice within you that says, "That is not okay" is a direct call from the basic goodness of your spirit. Pick it up. Every time. Pick it up. And stay on the line until you figure out how to help."

—Cleo Wade

DEFINE

Tokenism is "the practice of doing something (such as hiring a person who belongs to a minority group) only to prevent criticism and give the appearance that people are being treated fairly."

SELF-REFLECTION ACTIVITY

- Where have you seen tokenization?
- What may tokenization look like in your communities?
- How may you have unknowingly tokenized someone in the past?

GROUP ACTIVITY

- How could I be tokenizing my one ____ friend, neighbor, employee, or coworker?
- Am I only talking to ____ when it comes to certain topics?
- Do I assume that ____ is an expert on all things related to racism just because they are BIPOC?
- Do I understand the difference between tokenism and representation?
- Are people of all backgrounds able to take up space here and are they in an environment or system where they are uplifted and affirmed, rather than objectified as a diversity prop?

EDUCATE



WATCH VIDEO: *Diversity or Tokenism* (RUN TIME: 3 MINUTES, 29 SECONDS)

Anyone can be a token when they are part of an organization or team that has 15% or fewer people like themselves, which tends to negatively shape a person's experience in a workgroup or organization.

continued on next page...





COMMITMENT

1. Educate yourself on your own hidden biases

2. Educate others in your organization

3. Collect relevant data that shows hidden biases

4. Evaluate the "subtle messages" within your organization

5. Hold each other accountable and have leaders do the same



ADDITIONAL RESOURCES

LISTEN

[Come on, think! Podcast: THB Tokenism is Dangerous for Equality](#)

READ

[How to Avoid Tokenism in Diversity and Inclusion Work](#)

WATCH

[Diversity vs. Tokenism](#)

AVOID TOKENISM

- Consider your language and actions as both can be tokenizing.
- When you see someone being tokenized, we have a personal responsibility to address the comment or action.
- Instead of tokenizing, people should be celebrated for their accomplishments.
- Advocate for more diversity, equity and inclusion within organizations and companies and hold them accountable.
- Be intentional about reading and watching content with actual diversity.
- Do your research. Get to know the demographics of an organization or group before joining.

ACTION



What should we/I START DOING?

List ideas/items:

- Things that are not being done but should be done
- Things to begin doing to get better results
- Things worth trying or experimenting for better results



What should we/I STOP DOING?

List ideas/items:

- Things that are not working or helping
- Things that impede or are not practical
- Not delivering desired results
- We or others dislike



What should we/I CONTINUE DOING?

List ideas/items:

- Things that are working well
- Things that we want to keep
- Worth continuing to see if they're worthwhile
- We like or need