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Introduction

“Diversity is being invited to the party; inclusion is being asked to dance.”
– Vernā Myers, diversity and inclusion expert

Vernā Myers^[1] made the statement above after she told the story about Harvard Law School admitting its first female law students in 1953. The students quickly learned that, although they had been admitted, there were no female bathrooms in the building. They finally had been invited to attend the law school, an incredible achievement, but it appeared their presence was not wholly anticipated, or perhaps appreciated. Eventually, a bathroom for the female students was constructed in the basement of the building in a janitor’s closet^[2].

Myers told this story because she strongly believes that it is not enough to want diversity, but that we also need to be willing to embrace diverse perspectives and identities. She believes that overcoming prejudice starts with identifying our unconscious biases and trying to welcome differences and think more inclusively^[3].



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