



Diversity, Equity and Inclusion

League of Women Voters Solano
January 6, 2022





Goals for the Presentation:

- Sharing the core beliefs and some of the current activities of the League of Women Voters with regard to diversity, equity and inclusion.
- To **inform, inspire** and **create a pathway to action**
- Exploring one community's response to diversity, equity and inclusion



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California Board of Directors
- Chair of the Diversity, Equity and
Inclusion Committee
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Diversity, Equity and Inclusion (DEI) POLICY STATEMENT

LWV is an organization fully committed to diversity, equity, and inclusion in principle and in practice.

Diversity, equity, and inclusion are central to the organization's current and future success in engaging all individuals, households, communities, and policy makers in creating a more perfect democracy.



**Diversity of
people,
perspectives**



**Inclusion:
power, voice,
organizational
culture**



**Equity = results
from policy,
practice,
position**

A CALL TO ACTION

Diversity

Diversity includes all of the similarities and differences among people, not limited to:

- Gender
- Gender Identity
- Ethnicity
- Race
- Native or indigenous origin
- Age
- Sexual orientation
- Culture
- Religion
- Marital status
- Parental status
- Socioeconomic status
- Appearance
- Language
- Accent
- Ability status
- Mental health
- Education
- Geography
- Nationality
- Work style
- Work experience
- Job role function
- Thinking style
- Personality type
- Political perspective or affiliation





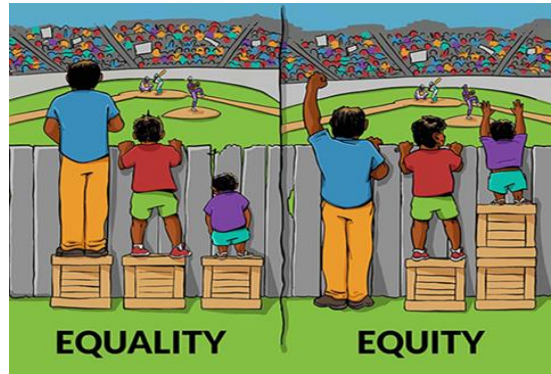
Just By Looking At Me Activity

Please respond to the following prompt in the chat:

- My name is...
- I am from...
- One thing you cannot tell just by looking at me is...
- This is important to tell you because...

Equity

- Equity seeks to balance disparity.
- Equity is an approach, based in fairness, that works to ensure everyone is given equal opportunity
- Resources may be divided and shared *unequally* to make sure that each person has a fair chance to succeed.





Inclusion

- Inclusion is an ongoing process, not a static state of being
- Inclusion is the dynamic state of operating in which diversity is leveraged to create a healthy, high-performing organization and community
- Inclusion refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group



The League of Women Voters is Committed to:

- Increasing diversity in recruitment, retention and retainment at the national, state and local level, and in the leadership and executive roles
- Prioritizing equity in the work of the LWV staff, board and members
- Making deliberate efforts to ensure LWV is a place where differences are welcomed, different perspectives are respectfully heard, and every individual feels a sense of belonging and inclusion. We know that by creating a vibrant climate of inclusiveness, we can more effectively leverage our resources to advance our collective capabilities



Local Priorities

Topics identified for the 2021-22 year based on the Listening Tour and Community Input

- 1. Racial Inclusiveness/Justice/Equity 91.67%**
- 2. Voter Rights/Education
50.00%**
- 3. Climate Change 33.33%**



Highlights of the LWV Solano Program and Events

- First Thursdays' programs and events
- Asian American Racism through the eyes of Claudine Wong - One Woman's Journey
- Sum of Us Book Study Group – contact craig_paterson@yahoo.com
- Redistricting presentations and discussions
- Great Decisions
- Climate Change presentation



Pathway to Action

Community Spotlight: VIBE@Benicia



- Dr. Maliika Chambers
Equity and Inclusion
Manager
City of Benicia
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Areas of Focus



- Committee on Race and Equity (CURE)
- Equity Assessment and Indicators Report
- Strategic Implementation Plan
- Anti-bias training for staff and elected officials
- Internal DEI consultant for practice, policy, and reporting
- Resource for city staff, elected officials, and community



A CALL TO ACTION



- Join the League of Women Voters
<https://my.lwv.org/california/solano-county>
- [LWV Resource Guide - https://tinyurl.com/LWVCDEIGuide](https://tinyurl.com/LWVCDEIGuide)
- Civic participation – Democracy is **not** a Spectator Sport
 - Attend city council meetings
 - Join in the political process



California LWV Recommendations of Resources

- [*https://www.lwv.org/league-management/dei-resources/diversity-equity-and-inclusion-continued-learning*](https://www.lwv.org/league-management/dei-resources/diversity-equity-and-inclusion-continued-learning)



Inclusion Not Just Diversity

https://www.ted.com/talks/yaron_zoller_inclusion_not_just_diversity