



# 2020 Local League Diversity, Equity and Inclusion (DEI) Survey

## Assessment of Findings

LWVWI Community Alliances Committee

April 2021

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**Assessment of Findings**

LWVWI Community Alliances Committee  
April 2021

**Introduction**

The LWVWI Community Alliances Committee (CAC) is very thankful to all twenty local Leagues for the careful attention and amount of time their leadership invested in completing the 2020 DEI Survey. Thank you for your efforts and the essential

information you shared.

The purpose of the survey was threefold: 1) to track local Leagues' progress with the DEI initiative throughout 2020; 2) to assess the impact of LWVWI Board support and resources provided in 2020 by the CAC; and, 3) to identify what actions and/or resources from LWVWI and the CAC would be helpful going forward as local Leagues continue to plan, implement and review their work through the lens of diversity, equity and inclusion (DEI).

A similar survey was sent to local League leaders in late 2019. The [2019 DEI Survey Results](#) inform our assessment of the 2020 DEI Survey results by providing benchmark data for comparative analysis.

The 2020 DEI Survey included some but not all of the same questions asked in 2019. New initiatives and resources were introduced in 2020 and it was important to create new questions to measure their impact and usefulness. It was also our intent to collect qualitative as well as quantitative data. Leagues' subjective responses to open-ended survey questions are shared in TABLES at the end of this document in support of peer to peer learning. We are on the DEI journey together and there is no right or wrong pace at which to move or place at which to be right now. Learning from each other along the way is as vital to our efforts as any formal DEI training.

### **I. Movement Toward Decentralizing DEI Within League**

Commitment to diversity, equity and inclusion in principle and practice at all levels of the League and individually is essential to its success in engaging all individuals, communities and policy makers in creating a more perfect democracy. A beginning phase of the decentralization of DEI within League is the adoption of a DEI Policy by local League boards, similar to or the same as the DEI Policy adopted by LWVWI and LWVUS. Making this policy known through public sharing on local League websites deepens its intent. Not only will we evaluate our work by our DEI Policy standards but others outside our organization will also.

**85% of Leagues have adopted a DEI policy, up from 80% in 2019.**

**50% of Leagues have their DEI Policy posted to their website.**

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At the June 2020 LWVUS Convention, DEI was elevated to a core institutional value, on par with the League's nonpartisanship policy, with the approval of the following new language in LWVUS bylaws (ARTICLE II, Section 2.2): *Diversity, Equity & Inclusion Policy. The League is fully committed to ensure compliance - in principle and in practice - with [LWVUS'] Diversity, Equity, and Inclusion Policy.* Local Leagues were to follow suit and include this statement of affirmation in their bylaws.

**50% of Leagues reported updating their local bylaws with this mandated new language. Some who had not, did not realize it was required. The state office has since reached**

out to all Leagues with this information.

When core values are aligned within an organization through the uniform adoption of policies and intent, decision-making and activity in pursuit of the shared values is more readily decentralized. Local Leagues are strengthened in their ability to develop their own DEI strategies and action plans unique to the communities they represent and serve. When there is multi-level agreement on and understanding of the values we hold, there is greater freedom to be innovative and creative in our approach to implementing those values at the local level.

One measure of local Leagues' deepening commitment to DEI, are the management structures they've created to oversee its implementation. They have begun to embed DEI in their operations by establishing DEI Committees or a DEI position.

**Just over half of Leagues (52.6%) have a DEI Committee or a designated position tasked with ensuring that their League's work is viewed through a DEI lens.**

Overall, survey results are encouraging in this area. Half of Leagues are moving toward a deeper understanding of the need for DEI at the local level but at the same time, it's important to note that DEI is not the work of an isolated committee or individual. Decentralizing DEI refers to its implementation throughout the organization in principle and practice. What has begun to occur is a movement toward a grassroots DEI effort, where all League work is viewed through a DEI lens and all League members are engaged in it.

## **II. Understanding of DEI**

Heightened awareness and acceptance of the need for a DEI Policy within the League can be quite different from understanding what DEI actually means. The survey asked, *Has your understanding of DEI as applied to how you view your League's work through a DEI lens improved over the past year?* Answers were subjective of course, based on personal interpretation and opinion (see **TABLE 1**). This needle can be hard to move and, when it does, difficult to objectively measure.

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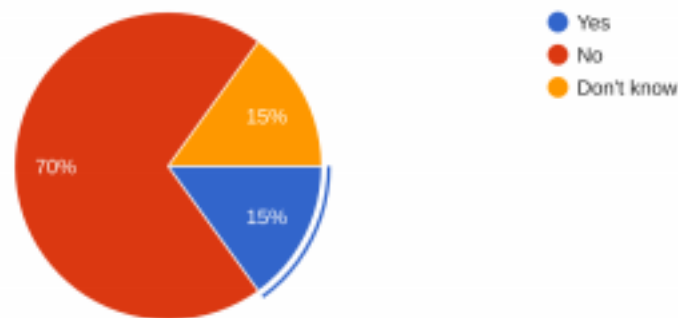
With that said, all but two local Leagues used positive phrasing in answering the question, suggesting they at least feel better about how they're applying a DEI lens to their work. "We have been more consistent in our DEI efforts in everything we do," "We have definitely been more mindful of DEI this past year," and "DEI concerns have permeated board thinking in the past year," were typical among the answers along with an honest, "We don't know that it has necessarily improved, but we continue to be involved with other groups, ..." and the more straightforward, "Not really. The people who are aware, were aware. The people that care, already cared." Just having asked the question prompted Leagues to think about the issue.

The 2019 DEI Survey asked a similar but not identical question, *In a couple sentences, what does DEI mean to your local League?* Based on responses in 2019 (see **TABLE 2**), the majority of Leagues highlighted their partnerships, relationships, collaborations, and the networking they do with diverse organizations as almost their sole indicator of what DEI implies. External outreach is, indeed, an element of effective DEI, especially as partnerships grow more sustaining, trusted and reciprocal. A year out from the first survey, most Leagues seem to have shifted toward a broader understanding of DEI in the sense that it's not being seen solely in the context of external partnerships but also as internal work. Self-reflection on unconscious bias and an honest examination of the legacy of white privilege in League will lead to the creation of welcoming environments needed to strengthen and retain our existing partnerships with diverse communities and in the development of many more.

### III. Measuring Diversity

Understanding the breadth of diversity and all the variables it encompasses beyond race and ethnicity, local Leagues were asked if they would characterize their membership as reflective of their community's diversity.

9. After reading the LWVUS definition of diversity below and understanding that diversity encompasses many variables in addition to ethnicity...n of color; they are part of the LGBTQ community.  
20 responses



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70% of Leagues do not think their membership is diverse. Three Leagues reported yes, one of which provided this inclusive profile of their membership:

We have members who come from many racial, religious and ethnic backgrounds, many professional backgrounds, are of different genders and sexual orientations, have disabilities, have multiple affiliations with different organizations in the community, have different life experiences, have different educational backgrounds, are of different socioeconomic status, are speakers of multiple languages, come from different countries of origin and different parts of the US, live in different parts of town, have different personalities and styles, and have different political perspectives.

Three Leagues didn't have an answer to this question, suggesting that more information on the demographics of their communities is needed for them to fairly assess their membership's representation. At the very end of 2020, the CAC created a uniform demographic survey that local Leagues were encouraged to send to their membership. With DEI being a major goal of all Leagues, we wanted to see if the demographic profiles of local Leagues reflected the communities in which they live. The data they collected will enable them to see what they look like as a League and show them where they need to direct their diversity work.

At the time this DEI survey was completed, February/March of 2021, 16 Leagues reported that they had distributed the demographic survey to their membership and 3 of the 4 remaining said they had plans to do so.

Lack of diversity in League leadership is even greater with 85% responding no and 15% yes. We are learning that belief in diversity is one thing, knowing how to achieve it is the next big step. As one respondent commented on why her League lacked diversity in leadership:

*The LWV began as and has continued as homogeneous. That being said, part of the homogeneous beliefs is not to exclude diversity. Not to exclude it - but that doesn't mean they know how to include it or how to reach it.*

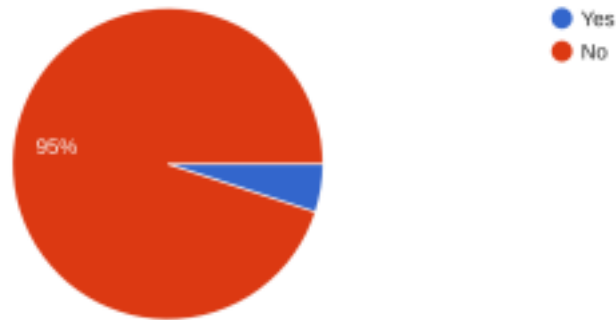
We saw no change in responses to diversity in membership or leadership from 2019 to 2020. This is not surprising. Membership expansion in numbers and diversity is not the primary goal of the DEI initiative but a promising and hopeful future outcome. Offering authentic, welcoming relationships and trust between not only ourselves as League members but also between the League and diverse communities and partnering organizations takes time. What is encouraging is that in 2020, local Leagues undertook a range of well-intentioned actions to strengthen or advance their DEI efforts toward becoming more diverse and inclusive organizations (see **TABLE 3**) and they have plans to do the same this year (see **TABLE 4**). There are many great ideas in these tables.

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As Leagues lean more intentionally toward diversity, they are reminded to avoid tokenism, which is diversity that lacks genuine inclusion. True diversity in representation is meaningful when those joining League are trusted and offered equal opportunities to be involved, their leadership valued, and their voices heard. Part of this acceptance is having safe venues for communicating and addressing instances of bias, unconscious or otherwise, which are more likely to occur during the process of integration. This remains an enormous need as evidenced in the survey response below. 95% of Leagues have no process for addressing incidents of bias. In 2019, this number was inexplicably 80%. We must all learn how to address incidents of bias in order to prevent them from happening again.

22. Does your League and its members have a process for communicating and addressing incidents of bias?

20 responses



#### IV. Measuring Inclusion

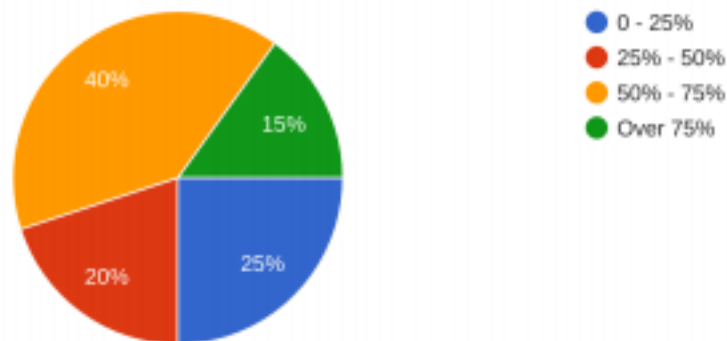
Being inclusive means valuing the presence, perspective and contribution of different groups of people who join or partner with your local League. Since membership is not yet representative of the communities they serve, local Leagues practice inclusivity in the partnerships they establish. Most have long-worked with other organizations and/or are making good in roads in this area, partnering with other organizations to complete their core mission work - advocacy for voting rights.

40% of Leagues are engaged 50-75% of the time in partnership with other organizations to improve access to voting



39. In 2020, approximately what percentage of your League's advocacy work was done in partnership with other organizations to improve access to voting?

20 responses



In 2020, a number of Leagues entered into new partnerships with organizations or groups whose membership demographics were different from their own (see **TABLE 5**) It was noted throughout the responses, however, that the coronavirus pandemic made progress in this area very challenging in 2020.

The survey question, *What are your local League's levels of engagement with the organizations/groups you partner with? One time registration event, multiyear programming, a sustained, trusting and meaningful alliance, etc.* was asked to get Leagues thinking about what constitutes a meaningful partnership (see **TABLE 6**). Answers varied with a few Leagues having reached what they felt were meaningful alliances while, at the same time, maintaining more casual, occasional alliances with other groups. The foundation of sustained and meaningful partnerships is trust, which takes time, respect and reliability to establish. This is an area for which most Leagues have requested guidance.

In addition, very few Leagues have been invited into the space of a diverse group in their community to listen to them share their perspectives on issues. (see **TABLE 7**). Why this is true is a question all Leagues need to ask themselves. Based on survey responses, this is another area for which more support is requested by local Leagues.

## V. Gaining Cultural Competency

Cultural competence is the ability to understand and communicate with and effectively interact with people across cultures. If we wish to establish relationships with people different from ourselves, act as allies against racism and other forms of discrimination and create a League in which diverse groups can work together, we must work to become aware of our own world view, develop positive attitudes toward cultural differences and gain knowledge of different cultural practices and world views. Leagues have made efforts in this area by attending programs given by knowledgeable speakers

(65%), through book discussion groups (55%), workshops (45%), and videos/films



(35%). The remaining 6% of Leagues reported working on improving their cultural competency in these additional ways:

We will be conducting a panel discussion on this topic in February.
Members have learned on an individual basis. We've not studied/discussed as a group in 2020. DEI group began January, 2021
We shared an article about a woman from the Bad River tribe who started a League chapter in 1924.
We held programs and forums that either addressed these issues directly (Lively Issues - EXPO, Carolyn Jefferson Jenkins) or, in the case of a number of our forums, built in feedback from diverse groups
We developed a PowerPoint presentation with music that reflected the struggle of women of all types for suffrage and equality.
Shared articles on Facebook
We learned more about the tribal nation working with its members

In 2020, LWWUS continued to offer monthly DEI webinars on an array of topics. Overwhelmingly, Leagues have taken advantage of the LWWUS DEI webinars with 83.3% reporting that their leadership and/or members have attended these webinars. This strong response indicates the webinars have value and should continue. 57% attended public programs on unconscious bias or implicit bias sponsored by other organizations, schools or groups in their community. League members have been alert to growth opportunities related to self-reflection.

Also in 2020, several new resources were introduced by the CAC and the state League office to assist local Leagues with outreach to diverse communities. These resources included: two extensively researched spreadsheets listing [Latinx](#) and [Hmong](#) organizations for partnering, [Hmong- and Spanish-language voter services materials](#), a board instituted state [PMA waiver](#) for reduced fee memberships, and [digital ad graphics](#) to promote student memberships.

The Wisconsin community-specific Hmong and Latinx resource spreadsheets were little used although the voter service materials developed in Hmong and Spanish language were more widely used. Not all Leagues have large Latinx or Hmong populations, which might explain the low use response. Lack of awareness that these resources exist or confusion over where to find them might also be the cause. Although over 50% of Leagues used the Spanish-language voter service materials, we still need to do a better job of making them accessible and easy to find.

35. Has your League used resources found in the Hmong Organizations for Partnering spreadsheet to expand your partnering efforts? <https://doc...CXW-wdvvvJITQIQJRCWsxP1bgd-0/edit?usp=sharing>  
20 responses



36. Has your League used resources found in the Latinx Organizations for Partnering spreadsheet to expand your partnering efforts? <https://driv...allLp16L2NGLyQzsBJdQ77Ar2FpML/view?usp=sharing>  
20 responses



16.7% of Leagues found the Hmong Organizations for Partnering spreadsheet useful.  
22.2% found the Latinx Organizations for Partnering spreadsheet useful.  
33.3% used Hmong voter service materials.  
66.7% used Spanish language voter service materials.

Tools and support provided to local Leagues to help with membership recruitment were well received.

61.1% of Leagues benefitted from the state PMA waiver in support of reduced membership fee options. 77% (at time of the survey) had participated in the Demographic Survey to obtain a profile of their League and 44.4% used the digital ad graphics promoting free or reduced fee student memberships.

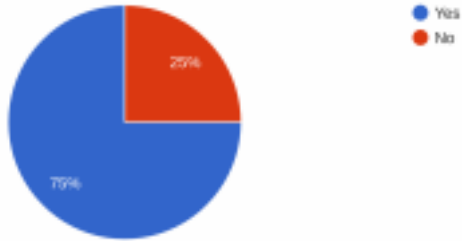
## VI. Equity

Equity is an approach based in fairness to ensure everyone is given equal opportunity. Improving equity in League involves increasing justice and fairness within the League's procedures and processes. Unequal access to League membership based on a

person's wealth or lack of wealth is one form of inequity recognized by three-quarters of Leagues. 75% of Leagues reported having identified barriers to League membership and 16 Leagues reported what actions they have studied or taken to overcome barriers. The barriers they've focused on were overwhelming socioeconomic (see **TABLE 8**).

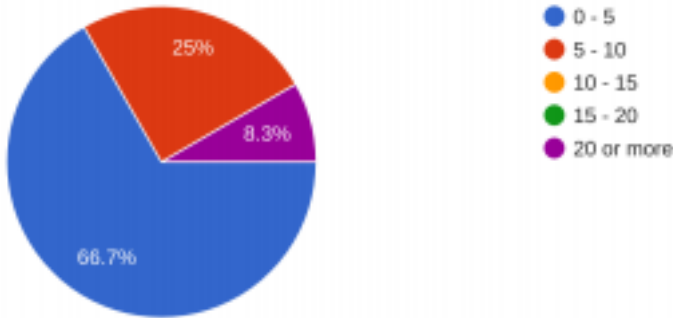
70% of Leagues have adopted a reduced fee membership option to lower the economic barrier.

24. Has your League identified potential barriers to League membership?  
20 responses



Of those Leagues who adopted a reduced fee membership option to lower economic barriers to League membership, over half (66.7%) said their use of a reduced fee membership option resulted in new members:

28. If you answered "Yes" to Question 27, how many new members joined under your reduced fee membership option?  
12 responses



This data is encouraging and supports the continuation of the LWVWI Board approved PMA waiver for individuals who access League membership through a reduced fee option. The CAC is currently investigating the 16 year minimum age criteria for League membership, which it views as in conflict with our DEI Policy and another structural barrier to full participation in League.

### VII. Local Leagues Identify Resources They Need

Our journey together toward becoming a more diverse, equitable and inclusive organization evolves as we listen to each other's needs. Learning what you need as local Leagues is a cornerstone in this transition. The survey asked, *What would your*

*local League like to learn more about regarding diversity, equity and inclusion? In what ways can LWVWI support you in this?* Answers fell into internal and external categories (see **TABLE 9**). The specificity in which these needs were described will help focus the DEI goals of the state office and the Community Alliances Committee.

For internal DEI growth and development, Leagues want to know what other local Leagues are doing. They asked for training that would help members understand unconscious bias and what it means to be racist, without feeling defensive. They asked for strategies or guidelines in how to educate local leaders and members about implementing DEI principles within their Leagues. They identified the need to have a DEI point person in the state office. And, they asked for a list of recommended speakers, films, movies, webinars, workshops, etc., on DEI that they can readily reference in program planning.

For external DEI growth, the overwhelming need expressed was for training opportunities on membership and voter service outreach to minority communities and marginalized groups. Specifically mentioned was a desire to connect and engage effectively with and build coalitions with high school and post-secondary students, non-students age 18-30, the LGBTQ+ community, local Native American Tribes throughout the state, and people of color in general.

If funding were available from the state, local Leagues would use it in a variety of different ways (see **TABLE 10**). They include support for the cost of DEI speakers and training opportunities on DEI literacy for their local leadership and/or membership (scholarship funding for the YWCA's highly-regarded class "Unlearning Racism: Tools for Action" was specifically mentioned). They would use funding for training on outreach strategies to the diverse groups mentioned above, the purchase of books/videos, etc. for member discussion, Spanish and Hmong interpretation services for candidate forums and other types of public programming as well as translation services for publications, printing costs for multi-language voter service materials, tech support training, membership fees to join other organizations and participate in other organizations' events, co-sponsoring speakers and workshops with other community based organizations, and to host "one big apology party - where the skills of our whiteness in social situations is put to test by inviting the women we have excluded from our organization, to our organization, in one big "I am Sorry. We were wrong."

### **VIII. Key Findings from 2020 DEI Survey**

Drawing the broadest conclusions from what we've learned will help us make meaningful decisions going forward.

- Further movement of decentralization of DEI in League.
- Work on improving how we measure DEI progress, making the survey less redundant and targeted to more essential fact finding.

- Provide training workshops to build competencies that align with DEI values.
- Create a template for communicating and addressing instances of bias.
- Improve League to League communication around DEI efforts so Leagues benefit from what others are doing.
- Maintain LWVWI Board approved waiver of Per Member Assessment (PMA) payments for members who join Leagues under a reduced fee membership option.
- Skill building for establishing trusting relationships with outside organizations.

### **Acknowledgements**

The CAC would like to once again thank local Leagues for participating in the survey. CAC Co-Chairs Eloisa Gómez and Jeanne Roberts thank Ellen Penwell, LWVWI Membership & Events Manager, for drafting this report; we provided some editing assistance. And, we would also like to recognize our fellow CAC members, many of whom contributed to the development of the survey, and the LWVWI Board for their ongoing support of the CAC's work.

We welcome your feedback! Please contact Eloisa Gómez ([gomez.eloisa11@gmail.com](mailto:gomez.eloisa11@gmail.com)), Jeanne Roberts ([jsbob@new.rr.com](mailto:jsbob@new.rr.com)) or Ellen Penwell ([epenwell@lwwi.org](mailto:epenwell@lwwi.org)) with your comments or any questions you may have regarding this report.

**TABLE 1**

**Has your understanding of DEI as applied to how you view your League's work through a DEI lens improved over the past year? Please explain.**

Not really. The people who are aware, were aware. The people that care, already cared.
Yes, through the training program that I took as part of the grant release.
Yes. We have been more consistent in our DEI efforts in everything we do.
Committee is appointed and more planned for 2021.
We've become aware that a much greater focus on DEI is necessary. In January, '21, a DEI group was organized for the purpose of learning, understanding and action.
We have definitely been more mindful of DEI this past year as we worked through the election cycle and the pandemic. DEI has been highlighted so much by League, other organizations and even the business community, that it is slowly becoming embedded into how we operate, rather than any specific action. Having said that, we were mindful of socio-economic issues while working to support all people in voting, with such actions as setting up a phone number for voter information locally, taking flyers with voting information to apartment complexes where people are more transient as well as placing the information in food pantry boxes.
We don't know that it has necessarily improved, but we continue to be involved with other groups, like NAACP and environmental health professionals group, Chamber of Commerce, and Justice Overcoming Borders and Building Unity, and we co-sponsor events with the Beloit Public Library because it is an open space where everyone feels welcome.

<p>Yes. In the past year, our League has met monthly with Jennifer Balma, (MLD counselor) to discuss the DEI initiative and the DEI lens. We have developed an extensive list of DEI resources and have taken part in DEI webinars, all in preparation for conducting our 2021 activities through a DEI lens.</p>
<p>Not yet. We are on track.</p>
<p>Yes ~ When providing voter services, we now always ask ourselves: "Who is not included?" In answering the questions, we have been led to the older and disabled populations, as well as to university and technological college students.</p>
<p>Yes. We have actively recruited new board members from three local Native American tribes and hope to expand our reach with membership from those tribes. In addition, we were asked to host a virtual candidate forum for the Bad River Tribal Council, which we did in October 2020 .</p>
<p>LWVMC previously began to use a DEI lens beginning in 2018. Board members and leaders attended various workshops addressing such issues as implicit bias and white privilege. After that, LWVMC began to use a DEI lens to plan public events, paying close attention to the diversity of our panels for public issues forums and in our collaboration in the community. In 2020, we formed a formal DEI Committee which began to strategize how to better engage in the community and to increase diversity in our membership and programming. In 2020, we won a competitive grant from LWVUS to advance our DEI efforts which we used to bring in Eve Hall, CEO of Milwaukee Urban League to talk to our board and leaders about how best to partner with African-American organizations.</p>
<p>Even though we don't have a dedicated position or committee for DEI (yet), DEI concerns have permeated board thinking in the past year. In our Board agendas, we started including DEI Lens under every program we plan, reminding us to put policy into practice. This is a huge area of growth for us though in membership, communications, programs, and leadership.</p>

<p>Yes. The DEI Committee has been examining our actions and goals in light of the DEI policy and with the guidance available from the LWV national organization (DEI lens, self assessment, webinars)</p>
<p>Yes - we are in the process of adding wording and symbols on our home web page. We are reading acknowledgement of traditional lands before public meetings We have added the step of reviewing each long range planning goal through a DEI lens We have continued to review short term goals with an eye to DEI.</p>
<p>Discussed opportunities for expanding membership to be more inclusive; Focused voter registration drives and outreach in areas with more diversity; Partnered with organizations that promote diversity and inclusion</p>
<p>I think we are trying to build more connections with groups that are diverse and that are concerned about justice issues.</p>
<p>We are very much at the starting block in terms of building our understanding of and implementation of DEI.</p>



Yes, we have members who have participated in activities to improve the situation.

We do look at it much more closely

**TABLE 2**

**Answers from the 2019 DEI Survey to the question, *In a couple sentences, what does DEI mean to your local League?***

We collaborate in sponsorships with CUW, several Chambers, Unite America, Bridge the Divide organization, and Ozaukee County Historical Society., NAACP.
DEI is on our board agenda every month so that we don't lose sight of networking all League activity through the DEI lens.  DEI advisory committee, collaborations with a variety of organizations around the Fox Valley. Changing member fee structure as a pilot project to see whether that enhances diversity within membership.
We work with a number of local organizations including, but not limited to, the library board, county board, local high schools, Mid-State Technical College, city clerks, Climate Change organization, Clean Green organization

1) we commit to increased diversity, equity and inclusion 2 )The LWVGGB has a long standing relationship with the public schools in the Greater Green Bay area, with AAUW, Wisconsin Conservation Voters and other environmental groups. We continue to pursue relationships with the Native American community and other diversity communities in the area. We also have a long standing relationship with the YWCA.

Ensuring our league activities and actions are informed by the voices of a diverse community. Ensuring our league services reach and meet the needs of the broader community. Forming partnership with communities that are not well-represented within our own membership. Educating and empowering our members to be able to make connections outside of their usual circles.

Our geographic area is very homogenous. And our League is primarily women who are retired or nearing the age of retirement. We would like to see younger people involved. We have not partnered with any one specific group, however several of our members are active in Forward Action, a social justice group in St. Croix County. Partnership with them and with the UU Fellowship in St. Croix Falls is possible and probable.

Diversity, equity, and inclusion is considered in planning events. We ask ourselves regularly, 'Are our actions really welcoming and inclusive?' Are their subtle behaviors that do not match our intent?
Not sure at this point.
We have a longstanding interest in building relationships with the local tribes

<p>It means listening to, engaging and partnering with our community's high school, college and Hispanic residents (we have good partnering experience with all of them). It means being thoughtful and sympathetic about how we develop and schedule programming, select venues and recruit membership.</p>
<p>We have a DEI Committee that engages in education activities and events, partners with other organizations that are working on diversity issues in Janesville and Rock County and encourages inclusivity in our League's thought and actions.</p>
<p>We frequently have People of Color as guests, sometimes as speakers. Our membership includes members of the local mosque. We participate in the City of Oshkosh's annual diversity fair. Through the efforts of one of our members, we have a relationship with the local Hmong population, though they show little interest in LWV.</p>
<p>We seek diverse membership to get the benefit of diverse perspectives on local, state and national political issues.</p> <p>We fortunately have some diversity which was organic. We will work to be more strategic in attracting diverse membership.</p>
<p>DEI is something we are striving for. We work with several organizations in the community to try to reach and include people other than our members.</p>
<p>We are still working on this - have partnered with a Stout University Student group one time for an educational event</p>
<p>DEI means that we look to expand the diversity of our League in order to benefit from the ideas, skills, knowledge, experiences, and perspectives of people different from the core membership of the past. Equity means that we seek to remove economic barriers from joining, remaining a member, and full participation in all activities. Inclusion means once in, all members will be able to be who they are; feel comfortable participating; and know they are an important part of the League, and it's decision making process.</p>
<p>We have had a long standing partnership with the Manitowoc Public Library, Friends of the MPL, Lakeshore Unitarian Universalist Fellowship, UW Manitowoc Campus, Silver Lake College in presenting Great Decisions. On occasion we have coordinated with local Ruth Interfaith Justice and the Manitowoc Human Rights on issues we concur.</p>
<p>The voice of our diverse constituency is important, and we strive to make sure it's heard. Our local area has strong Latinx and Hmong communities. Our outreach in 2019 and 2020 will focus on voter registration, targeting high schools and community organizations which serve underrepresented communities.</p>

**TABLE 3**  
**Direct actions local Leagues took in 2020 to strengthen or advance their DEI efforts toward becoming a more diverse and inclusive organization.**

<p>In the 100 Year celebration for women to vote, we included women speakers from the Latino, Native American, African American, and Asian American communities - with these women also being of different generations.</p>
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Put out a lot of Spanish language voter information. Decided to have a young community members spotlight on our website
Began having Spanish language translator for zoom programs. Worked more closely with diverse groups in the community.
Committee contacting other organizations with intent to collaborate. book discussions on DEI all year
Open Door dues policy available for all new and renewing members. Voter services outreach to Hmong community. Minimal or waived dues policy for high school and post-secondary students.
<p>For our 100 year birthday party last February, we sent out special invitations beyond the membership, to include younger and other outreach to the community at large; this was successful in that our party had a huge crowd and garnered attention for the League. Our efforts to get out the vote include placing a large</p> <p>ad in our local shopper/paper that goes into every mailbox in the county, for several months running, publicizing a local phone number for voter information. One of the results of this was an invitation to do a voter registration assist at a local organization for mentally disabled people. We invited the community to participate in our car parade to celebrate the ratification of the 19th amendment, in August; there was huge turnout.</p> <p>We applied for and received the LWVUS DEI grant. Our president finished the course and is involved in the statewide CAC, which deals with DEI. We spent part of the grant money on an African American (activist) -speaker to address voting issues and how it affects the community of color Thelma Sias. We had posters made in English/Spanish publicizing the election dates for 2020, Feb, April, Aug, Nov - We distributed the posters to community Spanish speaking businesses. We distributed registration information at a Latinx owned grocery store. We hung door hangers in low voter turnout wards which are socio-economically disadvantaged. We have reached out to Beloit College students and staff to participate in our League and events. We have included area high school students in League activities</p>
Many of us have viewed the DEI webinar from the Issues Briefing, and we planned a virtual General Meeting, which we carried out in January, with DEI as the theme.
Adopted policy, will change bylaws, gave leave to the committee to begin their work
Reaching out to the St. Croix Chippewa Indians in Hertel and Balsam Lake, WI and to the College of Lac Courte Oreilles Ojibwa Community College in Hayward, WI. Connect with the Ambassadors (a student organization that focuses on voting issues) at UW-River Falls
Our president-elect is from the Bad River tribe, and we recruited her to help us engage with tribal communities. For our 100 year gala in March, 2020, we created a sign that encompassed a more diverse representation of women. As a result, we had an elder from the LOC tribe become a member and she'll hopefully be on our board next year. She said she could finally see herself in the League as one of the women on the poster was a Water Protector. We sponsored a candidate forum for the Bad River Tribal Council in October.

<p>In 2020, LWVMC formed a DEI Committee to strategize and implement practices to advance DEI, people of color regularly speak at forums, LWVMC is actively engaged in membership outreach to advance diversity, low cost student and Open Door membership categories to remove economic barriers to membership were offered, and community events which focus on diversity, social justice and racial equity are spotlighted in our weekly update.</p>
<p>In 2020, we made a concerted effort to plan our programs through a DEI lens, covering concerns in our community related to the underserved and those desperately in need, including those who experience food and housing insecurity. We also for the first time will have a program dedicated to Black influences on the suffrage movement. We launched an online option for paying member dues, appealing to a younger generation who is more comfortable with technology for conducting financial transactions. With regards to voter services, we shared information (online and printed materials) with Voto Latino prior to all the Elections. Included two members from Voto Latino in our National Voter Registration Day Drive thru and was able to give them individual instruction. Attended the University Warhawks Vote group meetings online and supported all of their efforts in wide spectrum outreach. Provided Voter registration and Absentee Ballot Request forms and information in Spanish as well as English in a display at The Community Space (a local food pantry and clothes closet). Filmed a Voting Basic 101 education video that was hosted and broadcasted by our local public library.</p>
<p>Voces de la Frontera joined the Voter ID Coalition (which currently is a partnership between our Dane County League and the NAACP); we have translated nearly all publications into Spanish and have a Spanish speaking Voter Helpline; we continue to do voter outreach at food pantries and shelters, our Lively Issues Forum featured Carolyn Jefferson Jenkins and Fabu; our recent book club discussions have included "How to be an Antiracist" and "The Untold Story of Women of Color in the LWV"; we held several DEI cafes; our weekly e-News always includes a number of links to DEI resources; this fall, we began including a DEI article in every monthly Bulletin.</p>
<p>We have started a Student LWV chapter in one of our High Schools. We have worked to establish relationships with the Lac du Flambeau Tribe. We are continuing to explore funding options for the cost of membership,</p>
<p>Sought out partners who focused on inclusivity and equity such as Braver Angels, the YWCA and Hmong Mutual. We co-sponsored events that these organizations brought to our community. We brought in programs to the community on topics that were of significance to diverse communities, including climate change and women's rights.</p>
<p>Our League as an organization became a member of the Diversity Action Team of Rock County. We have invited the DAT to be a co-sponsor of our candidate forums for the Spring 2021 elections and to submit questions. We participated in the Rock County community's Martin Luther King Birthday Celebration in 2020</p>
<p>We established a group to take on the challenge of learning more about DEI and how we can incorporate a DEI lens to our activities. Some members participated in an "Upstander/Bystander" training conducted by trainers from Fit Oshkosh. Some members participated in a book club, reading books to help us understand structural racial bias. We are trying to be more organized and focused in our efforts.</p>
<p>We participated in registering voters for a week with the Black Lives Matter bus, sponsored by LUV.</p>
<p>Outreach to Tribal nations and reaching area residents through our poverty study</p>

**TABLE 4****Plans Leagues have for becoming more diverse and inclusive organizations in 2021.**

<p>We are working on a scholarship award for attracting diverse people to join and create a path into the organization.</p>
<p>Establishing a DEI committee and have more training programs</p>
<p>Nomination committee is looking for board members. Plan to attempt to have any zoom programs translated in Hmong and Spanish.</p>
<p>see above</p>
<p>Ongoing DEI group open to all members. Identify membership barriers and recommend changes necessary for increasing membership inclusivity and diversity. Expand membership and voter services outreach through partnership with the local Hmong community. Provide speakers for membership meetings. Provide DEI training for the leadership team and members.</p>
<p>With the 2020 "election during a pandemic" now in the rearview, we do have intentions to establish a DEI committee, and to follow up with making the DEI policy part of our bylaws, with a goal to continue to raise awareness this year.</p> <p>We will organize some DEI trainings. We have a variety of ideas that members gave in the demographic survey. These appear below. We will look at these and try to implement them as we can: Recruit through social media, and to local organizations such as NAACP, Yellow Brick Road, etc. Continue partnerships with schools/other organizations. Concerted effort by Membership Chairs ( plural), Board members and members to feel comfortable asking people not like themselves ( age, race, ethnicity, socioeconomic etc) to become members--in person, phone, email ,letters etc.). Every event/activity -- ask the questions needed for DEI review. As a minority, I must actively engage other minorities within my circle of acquaintances. Have league members bring a friend who is not a member to a program they would really be interested in. Present a program like redistricting and ask if people in the audience have ideas about how to make sure diverse groups are represented in preliminary discussions about how to redistrict. (I am finding this to be very difficult because I can find something wrong with each suggestion.). Present a mini talk at a meeting of an organization such as a black or hispanic organization or a young professional org and ask if anyone is interested in coming to a league function with a similar topic. Of course it would be good if someone who is a league member and also from that demographic would come to the mini talk too. Have league members bring a friend who is not a member to a program they would really be interested in. It may mean organizing an event to welcome people of color-where they can feel included...like they belong. Create a specific plan for our area to increase diversity, equity, and inclusion. Reach out to the younger generations from high school through those in their 30s and early 40s. A commitment to understanding white supremacy and racism, sexism and classism; not window dressing language such as 'diversity' which is an obsolete term. Have to continue to use social media. Study /focus on issues that interest diverse populations Continue to share/sponsor events with diverse organizations. Invite diverse speakers to events we hold. Encourage training of members on DEI and inherent bias. Encourage our members to attend or become members of local Diversity Action Team organization. Partner with organizations with diverse memberships, We'd probably have to ask people who belong to those groups. More visibility in the community, working with NAACP, getting more members to be involved in the programs.</p>
<p>We are working on establishing a DEI Committee, and also on organizing educational DEI opportunities. We are trying various methods of recruiting university students at UWStout and UW Eau Claire .</p>
<p>Surveys, focus group meeting engaging the latino population n our area</p>

<p>Encourage our membership to avail themselves of the DEI webinars offered by LWVUS. Invite a LWVWI staff member to be a presenter at one of our Board meetings.</p>
<p>I am going to ask our board to form a DEI committee. We have a new member who will be joining our board who would like to do work in this area. She is a member of the Red Cliff Band of Lake Superior Chippewa.</p>
<p>We are planning DEI educational events for board, leadership and membership, greater collaboration with diverse organizations in the community, increased outreach to individuals and youth, improved communications to raise awareness of LWVMC in the community, and efforts to increase diversity among our members and leaders.</p>
<p>The Board will be considering the formation of a DEI committee or at least appoint a member as a DEI caretaker. We hope to be able to provide a reduced fee membership option. We also will be diversifying our social media feed, exploring the option of including Spanish translation in our Vote411 candidate questions and answers, and offering printed materials in Spanish in strategic locations around town. We also hope to conduct a community assessment to help us understand how we can diversify our membership and leadership.</p>
<p>The DEI Committee is making recommendations to the Board this spring regarding actions we can take to increase DEI. The draft recommendations include organizing training for leaders, staff and members; appointing our DEI Committee Chair to the Board of Directors and elevating the prominence of our websites DEI resources. The DEI Committee will also be hosting quarterly DEI Cafes to offer members a chance to discuss ideas related to the Dane County League's work.</p> <p>Speakers - we had Eloisa Gomez - chair of the LWV Milwaukee CVL-LVO as the speaker at our February 2021 monthly membership meeting, which is open to the public. We will be brainstorming on further ways to build trust relationships with the LdF Tribe We will continue to make efforts to reach out to younger members, including High School Students.</p>
<p>We are expanding our website to promote more community programs that focus on DEI opportunities. We also will bring in speakers that are of interest to more diverse communities with the hope that we can increase participation of diverse populations. We are looking at options to make membership less financially difficult for some by (possibly) establishing a fund for helping offset membership costs.</p>
<p>I expect that our DEI Committee will look for ways to involve more of our members in activities such as book and film discussions relating to DEI issues.</p>
<p>As previously stated, we are quite aware that we have a long way to go, but we are moving forward. We hope to invite speakers to our monthly meetings to address DEI and help us become more aware of our potential to increase the diversity of our League. One member with skills specific to this issue is planning to lead discussions. Some members are participating in the United Way Equity Challenge, a 21 week "learning adventure" to develop a deeper understanding of how inequity and racism affect our lives and communities. We are reaching out to new, younger voters in our community. We are dedicating this year to learning -- to understanding DEI on a personal level, then an organizational level, and finally, a community level.</p>
<p>At present, we have changed membership dues to reflect their income.</p>
<p>We have no definite plans but it is part of our program for the coming year</p>

**TABLE 5**

**In 2020, did your local League enter into any new partnerships with organizations/groups whose membership demographics are different from yours? Please briefly describe your new partnerships.**

<p>The Green Bay League has partnered with different cultural 'get out of the vote' agencies. Many of our members are very committed to building bridges between LWVGGB and other groups.</p>
<p>Active 8, younger community members</p>
<p>I think we expanded on what we had previously started.</p>
<p>in the process and more to do in 2021</p>
<p>We have not formed any long-term community partnerships; however, the Voter Services committee worked with local Hmong group, UWSP and MSTI during Fall, 2020 re voter registration.</p>
<p>Not new, but we often partner with our local library to reach a larger audience with our programs. We have started to partner with our local ADRC who have helped us create videos for our local study project on Substance Use and Mental Health. We also have connected with our local public transportation system to offer free rides to the polls. Building partnerships this year has been definitely hampered by Covid.</p> <p>There were two: the professional health environmental group asked to join in on our spring and fall voter forums; and Building Unity, a statewide group for peace and justice. We participated in their Pack the Polls Parade in October. As a result of this event, we connected more formally with the Immigration Task Force. WI Historical Society and Beloit Hist. Society - but we may have already used them before, but it has been a while. Many of our members belong to NAACP and attend the Diversity Action Team. These are not new partnerships though. We believe we've worked with ACLU and Common Cause before, but we worked with CC on the Centennial and with both in voting efforts. We have made a concerted effort to use the Beloit Public Library even with virtual only events.</p>
<p>Yes, Menomonie Chamber of Commerce, Rassbach Museum, UWStout MCII ( Menards Center for Study of Institutions and Innovation)</p> <p>No. We are behind.</p> <p>We linked up with ADRC (Aging and Disability Resources) and the Housing Authorities in all three counties, as well as with the United Way (food shelves) to provide elections-related materials and information to their clients. We also worked specifically with the River Falls Housing Authority to provide transportation services for people in need of a State ID to the DMV. The DMV was willing to set up a group appointment for those who were on the van. Unfortunately, only one person took advantage of the offer, but the connections are in place for future elections.</p>
<p>Yes - the Ashland and Bayfield County Bar Association</p>
<p>In the run up to the 2020 election, for example, we provided voter education materials to many organizations we had not previously worked with before. Among others, we are actively pursuing new collaborations with Milwaukee Urban League and Pearls for Teen Girls.</p>



We made the most progress in this area through our voter services. Those organizations are listed below. However, through our programming, we also developed relationship with a local free health clinic, Rock County Community Clinic, and a start-up food co-op, the Whitewater Grocery Co.  
 National Organizations: National Voter Registration Day Org; Vote Early Day 2020; Voto Latino  
 Statewide Groups: LWVWI Voter Services Group; LWVWI Voter Helpline Group Community Orgs,  
 Businesses or Government Entities: UWW Warhawks Vote; The Community Space; Whitewater Public Library; Whitewater City Clerk's Office; Whitewater Senior Center; Senior Living Places - Blackhawk, Brookdale and Mulberry Glen; Jessica's Family Restaurant

Yes. The Voter ID Coalition is a collaboration between LWV Dane County and the Dane County NAACP. This year, Voces de la Frontera has now joined the collaboration.

The pandemic pretty much put a stop to new relationship building and programs in 2020.

Better Angels (formerly Braver Angels) - Two community workshops that addressed inner biases and how to speak to people who have different opinions than yours. WI Greenfire's series of "Understanding Racial Equity and Inclusion in Conservation We promoted the group Leader Ethics which deals with helping people recognize what ethical leadership is and how to promote it Vote Safe Project with United Way and several media stations and UWL Partner with UWL, WWTC, and Viterbo for voter registration events Area School Districts and communities for candidate forums and registration events Driftless Voter Coalition has partnered with us on various registration events and in planning a La Crosse City voter awareness publicity campaign

Our League became a member of the Diversity Action Team of Rock County.
Many of our league members are involved and hold positions in other organizations; such as Ruth, LUV, and PFLAG. We helped with registering voters, we attend and participate in their programs, such as public demonstrations.
no, we were lucky to survive the year with the quarantine

**TABLE 6**

**What are your local League's levels of engagement with the organizations/groups you partner with? One time registration event, multiyear programming, a sustained, trusting and meaningful alliance, etc. Please explain**

It varies. We are working on our systems to better capture these sorts of engagements. Various board members maintain, outside of the League, cooperative and ongoing working relations.
Sustained relationship
Different organizations have different levels of engagement. It has been difficult to work on this with the current pandemic.
in progress and developing.
One time voter registration events. General membership social/meeting with UWSP student leaders January, 2020. Follow Up difficult due to pandemic issues.
See 34, above. Again, Covid has been a major impediment.
Beloit Public Library, Chamber of Commerce & NAACP - meaningful. The rest are "as needed" depending on the nature of the program we're doing.

The Menomonie Chamber of Commerce is interested in continuing to partner on the candidate forums. Rassbach Museum was a one-time event about Suffrage. Stout MCII is interested in continuing to share programming & partner on forums.
Nothing yet
Multiyear media/communications support. We see our newly created alliances as ongoing and meaningful to the people they serve.
Sustained, trusting and meaningful alliance
LWVMC has many long-standing alliances, as well as, shorter term collaborations.
Most of our involvement with organizations and groups are for voter services initiatives or League programs. We have a sustained and meaningful relationship with the Whitewater City Clerk's Office throughout the entire year.

<p>It varies by organization. The Voter ID Coalition is an extensive and ongoing partnership with NAACP (and now Voces de la Frontera), but we do many joint voter registration events through our Voter Service area (UW, Madison College, food pantries, homeless shelters, community centers), and we are in partnership with LWV Upper Mississippi Program.</p>
<p>The lack of more defined parameters to this question make it too difficult and confusing to answer.</p>
<p>Most of our partnerships are ongoing. For example, we have worked with Driftless for three years now. We work very hard to sustain good relationships with the universities and school districts. Some of the partnerships, such as the Vote Safe Project were only for as long as the project occurred but there is always a pathway to more.</p>
<p>We are inviting the DAT to be a co-sponsor of our candidate forums and to submit questions for the candidates. We would like to be included as a co-sponsor of DAT events and programs as well.</p>
<p>With some orgs, we have a long standing relationship (Fox Cities Advocates for Public Education, Oshkosh Media) and others are one time/occasional.</p>
<p>Since our members are also a part of these organizations, we have a trusting and meaningful alliance with many of them.</p>
<p>We have partnered with the Clean Green Action sustainability organization in our area and will continue that partnership</p>

**TABLE 7 Have you ever been invited into the space of a diverse group in your community to listen to them share their perspectives on issues? If so, have you followed their leadership in addressing their issues?**

<p>Yes but not in the way you are thinking. Our members have gone to different cultural groups and listened to what they do, explain what we do, and then talk about ways to work together. But I think you are driving to listening sessions to speak on diversity.</p>
<p>I'm not sure</p>
<p>Yes, Hmong American Partnership.</p>
<p>Not this year but planning in 2021.</p>
<p>Yes, Hmong Uplift Group - voter registration presentation and Q/A</p>
<p>No.</p>

NAACP has always included us in reporting to their organization and listening to their concerns. Some members belong to and have attended face to face and virtual NAACP meetings. Diversity Action Team is another organization to which many of our members belong and participate. Head Start invited us to speak and present a program and register voters. We have participated in the Yellow Brick Road (an LGBTQ local group) Pride Days. We've been to the Latinx Health Fairs and events. We've also participated in the Juneteenth and MLK events.

No, not as a League.
Years ago I met with black student leaders at Ripon College to discuss how they are treated in the community.
We have recently invited two members of Braver Angels to present their "Depolarizing Within" workshop to our league membership. As they work within the communities, we are hoping to link up with them in their presentations and debates.
No
We have participated in discussions with various community groups such as the Community Collaborative Commission, the NAACP, LiberateMKE, Youth Justice Milwaukee, Ex- Incarcerated People Organizing, and with various African-American leaders who spoke at Lunch N Learns on such topics as gun control, poverty and equity, and talks by and discussions with public issues forums panelists from such groups as Wisconsin Justice Initiative, the ACLU, as well as, immigration lawyers who work with asylum seekers and immigration detainees, among others.
Not in 2020.
No, but we have plans to do so.
Given the pandemic - and lack of specificity of the time frame for this question, we are unable to answer it.
At this point we have not.
Our Voter Services Chair and others have attended meetings of the Fourth Ward neighborhood association meetings. DAT conducts monthly Courageous Conversations. I think we try to listen to one another.
A local Mosque invited members to present on what various elected officials do. Some of our members have established relationships with diverse groups, but as an organization, we have not been invited in. So... it looks like a lot of our communication has been one way.
Yes, many of our members have been invited to listen to their issues and then bring their issues to our board where we discuss what as a league we can do to help.
no

**TABLE 8 What steps has your League taken to overcome barriers to membership?**

We are working on introductory scholarships.
We have the sliding fee membership options

Tiered member fee schedule. Before COVID-19 conducting programs at coffee shop. Recorded programs and made available on youtube.

Reduced or waived dues option (Open Door Policy) for new and renewing members. 23

<p>Offered membership scholarships. Having events on evenings/weekends to accommodate working people, students. Mindful of having events at accessible locations</p>
<p>We have made scholarships available before LWVUS or LWVWI gave assistance in making the dues affordable but still have a difficult time recruiting people to offer it to.</p>
<p>We offer scholarship memberships. We are revisiting the fee schedule, continuing to contact post-secondary student organizations, and brainstorming ways to collaborate with other groups.</p>
<p>Reduced membership cost</p>
<p>The Board presented a flexible dues plan to our membership for approval. Unfortunately, because it was during Covid-19, we needed a simple majority of the entire membership and we fell short. Everyone who responded, voted in favor! It will be presented again this year at our Annual Meeting.</p>
<p>We have developed reduced fees in the form of Open Door and student memberships to remove economic barriers.</p>
<p>Launched an online payment option for dues and donations. Created and promoted a student membership option.</p>
<p>We offer reduced fee memberships and free student memberships; our annual survey asks members to identify barriers; our meeting hours have changed to accommodate schedules of those who work, have children at home, go to school; our use of Zoom accommodates those who can't easily attend meetings or Forums.</p>
<p>The use of the word "Women" in our Name is often given as a barrier. As a local league, we have no way to address this barrier. Cost of dues - a large portion of the cost of our dues goes to National and State, which can make membership in LWVNOW an overly onerous expense and basically select out those in lower income brackets. The questions asked below on lowering membership costs in 2020 are not easily answered because our local fee is only \$6, and we really can't lower it any more. Internet Access ...we are very rural in our League and also there are issues of poverty-e.g. 50% of the students in the Rhinelander School District qualify for school meals. As a result, we are not able to reach and outreach through the internet as much as we would like. Also, the age demographics in our area are predominantly over 65, and those younger are stressed working two and three jobs, which makes volunteer opportunities difficult for that age demographic. We are not able to address the issues of poverty and lack of internet access. As a LWVNOW we are continuing to focus on Voter Education and Access to the ballot. That being said, we are making efforts to explore ways to make the LWVNOW membership more affordable, (a huge barrier to low income potential members).</p>
<p>One barrier was the time of our programs. When in person, we had evening programs to include people who could not attend during the day. Since CoVid, our Zoom meetings are available on YouTube and our website for viewing anytime. We are looking to develop financial options for helping members for whom membership fees could be an obstacle. We are looking at developing "issue champions" for various topics, including topics of inclusivity and diversity, in the hopes that we can draw more meaningful discussions with a broader community.</p>
<p>I'm not sure that we have done much to actively recruit people who are not already acquaintances as members during the pandemic.</p>

We are reaching out to a variety of individuals and groups who are interested in the work we do. We offer a free/reduced membership. This is another area where we need to grow.

**TABLE 9**

**What would your local League like to learn more about regarding diversity, equity and inclusion? In what ways can LWVWI support you in this?**

What is there to learn? And more importantly, what is the League's expertise in this subject?
Funding and virtual training
Helping members understand unconscious bias without getting defensive.
yes
Further information on membership and voter services outreach to minority communities (specifically Hmong) and marginalized groups in our community. Further information on membership and voter services outreach to high school and post-secondary students, with emphasis on minority student groups. Information on membership and voter services outreach to non students ages 18-30 with emphasis on minority individuals in various occupations and professions.
It would be helpful to have more ideas on how to reach out to our community, especially POC (especially with the small numbers here), with how to connect and engage.
See our answer for 16 - members' ideas
This question is what we have been trying to determine, and we appreciate the support and resources from LWVWI. A point person to discuss issues of diversity.
We are doing a fine job in the area of voter services and communications. And have a plan to increase our programming agenda. We could use help with internal DEI efforts.
We really need more focus on engaging our tribal partners around the state. We also need help in recruiting a younger demographic and the LGBTQ+ demographic.
Practical and proven strategies for educating leaders and members about advancing DEI.
It would be great to hear what other Leagues are doing. We are following other Wisconsin Leagues on Facebook and have subscribed to their newsletters which helps provide some insight in how they are creating a more inclusive and diverse organization.
Training opportunities; by hosting knowledgeable national speakers that we could not afford on our own.
We'd like to learn more about how other Leagues in Wisconsin, and perhaps nationally, have built coalitions and relationships with local Native American Tribes.
Continue providing resources, programs and opportunities for us to continue to assess implicit biases and expand our vision of inclusivity. Having a list of speakers (and topics) who are available for programs would be helpful.

I think it would be helpful to learn what other Leagues have done that has been effective. In Rock County, more people of color live in the Beloit area than in Janesville. We are interested in learning more about the history
If LWVWI has ideas for speakers, activities, books, etc. that we can take advantage of, please let us know. We would welcome a DEI "coach" or point of contact.
Would like funding for movies, or speakers that are available to inform and educate.
Webinars and workshops

**TABLE 10**

**If funding were available to your League in support of internal DEI efforts, what activities would you pursue?**

One big apology party - where the skills of our whiteness in social situations is put to test by inviting the women we have excluded from our organization, to our organization, in one big "I am Sorry. We were wrong."
Training programs
Continue conducting candidate forums and programs in Spanish and Hmong, create further videos featuring people from diverse communities, conduct training for members in being anti-racist.
Speaker fees, tech support training
Speakers, training for leadership team and general membership. Outreach activities and events specific to groups identified in Question 32
Funding is not really an issue for us at this time; we need to do more groundwork like starting a DEI committee and figuring out how to raise awareness internally and in the community.
Programming with the members - on topics such as obtaining a better understanding of LGBTQ+, indigenous people of WI, working with other organizations in Beloit-Janesville such as the Diversity Action Team, SURJ - (standing up for racial justice), Yellow Brick Road.
Promotional materials in other languages, potential for an intern. Perhaps printed materials.
This has not been discussed with our league leadership.
Outreach and programming
Provide scholarship funding for the YWCA's highly-regarded class "Unlearning Racism: Tools for Action".
We would hire a Spanish translator to help us with our Vote411 efforts as well as translating some of our other communications, including Facebook posts. We would also explore paid workshops to help increase our DEI literacy that might involve purchasing books, videos, and other materials. For instance, in the food cooperative space, there is a paid workshop that costs \$270 to help you understand how to actively be anti-racist and to examine and counteract your organizational



policies and culture that may be reinforcing white supremacy.
We would pursue training for all Board members and staff, as well as provide funding for members; we would join other organizations and participate in other organizations' events
Co-sponsoring speakers and workshops with other community based organizations.
Expanded study circles to look at systemic racism within the community - criminal justice, environmental justice and other areas.
Something that our DEI Committee has gotten interested in recently is “sunset towns.” In Rock County, more people of color live in the Beloit area than in Janesville. We are interested in learning more about the history of Janesville being, or perceived as being, a “sunset town,” and what the citizens of Janesville can do to overcome that legacy—if indeed they/we want to become a community that is welcoming to a more diverse population. The members of the DEI Committee may have ideas of projects that might require some financial assistance.
Speakers, books, educational movie/materials that require payment
Yes, we definitely would be interested.

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Speaker or panel
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