

**LWV** LEAGUE OF WOMEN VOTERS®  
OF LEXINGTON

BULLETIN, December, 2022

**LEAGUE OF WOMEN VOTERS OF LEXINGTON**

**LWV DECEMBER FIRST FRIDAY FORUM**

**DECEMBER 2, 2022:**

**MEET KEN GORDON, LEXINGTON'S NEW REPRESENTATIVE**



Representative Ken Gordon (D-Bedford), 21<sup>st</sup> Middlesex District, will be the guest speaker at the Lexington League's December 2, 2022 First Friday, 9:30 AM, in the large meeting room of Cary Library, 1874 Mass Ave, Lexington MA 02420. This First Friday marks the return to in-person meetings at the library of the League's long-running First Friday series.

Representative Gordon will join the Lexington delegation to the Massachusetts State House in January, joining Senators Michael Barrett, Cindy Friedman and Representative Michelle Ciccolo. Due to the recent redistricting of the Senate and House, precinct 6 of Lexington is now in the 21<sup>st</sup> Middlesex district. This will be an opportunity for both his constituents and other citizens to hear from Rep. Gordon about his experiences in the House and his priorities going forward.

Representative Gordon has served the 21st Middlesex District since 013. He currently serves as House Chair of the Joint Committee on Public Service. Gordon studied journalism at

Northeastern University and graduated cum laude from Suffolk Law School. In addition to his role in the Massachusetts Legislature, Gordon continues to practice as an attorney, representing employees who have suffered discrimination or wrongful termination, and small businesses in employment and commercial matters. Gordon lives in Bedford with his wife Breena and their son Brandon.

This program is the third in the 2022-2023 First Friday Forum series hosted by the Lexington League of Women Voters to promote awareness and understanding of public policy issues. All League forums are free and open to the public, and There will be time for Q&A after the program. For more information about the League and this program go to <https://my.lwv.org/massachusetts.lexington>.

**REMINDER:**

**FIRST FRIDAY FORUMS HAVE RETURNED TO THE LARGE  
CONFERENCE ROOM IN CARY LIBRARY. COME 15 MINUTES EARLY  
FOR COFFEE.**

## **LEAGUE OF WOMEN VOTERS OF MASSACHUSETTS**

### **#GIVINGTUESDAY, TUESDAY NOVEMBER 29**

After black Friday and cyber Monday comes #GIVINGTUESDAY when folks turn their attention to doing good by supporting non-profit organizations that are making a positive impact in their communities. LWVMA joins other non-profits in seeking your support.

This #GivingTuesday, the League's fundraising focus is on civics education, which has been at the heart of its mission for more than 100 years. The League is partnering with the MA Department of Elementary and Secondary Education to plan a state-wide showcase of student-led civics projects in grade 8 and high school. The showcase - called the **Commonwealth Civics Challenge** - will take place in spring, 2023. Please consider a donation - no amount is too small! - in support of the student reception at the Commonwealth Civics Challenge.

Support this next generation of community leaders. Every little bit counts!

**[DONATE HERE](#)**

**<https://lwvma.org/support-the-2023-student-civics-showcase-this-giving-tuesday/>**



**Diversity refers to population groups that have been historically underserved in socially, politically, or economically powerful institutions and organizations.** These groups include but are not restricted to populations of color, such as Black Americans, Latinos, Native Americans and Alaska Natives, Asian Americans and Pacific Islanders. These groups may also include people with disabilities, people experiencing poverty, LGBTQIA+ people (which includes lesbian, gay, bisexual, transgender, queer, intersex, asexual, plus other queer identities), and women.

**Equity** refers to systems, processes, and approaches based in fairness that ensure everyone is given equal opportunity and treated with dignity and respect. **This means that resources may be divided and shared differently to make sure that each person has a fair chance to succeed.** Equity does not mean “sameness.” It takes into account that people have different access to resources because of systems of oppression and privilege. Equity seeks to balance that disparity.

Improving equity involves increasing justice and fairness of procedures and processes of institutions or systems, as well as in their distribution of resources, including opportunities. Equity also means there is transparency regarding expected consequences and rewards. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

**Equity prioritizes efforts to ensure the most underserved and marginalized among us have as much of an opportunity to succeed as the most well-served and advantaged.**

**Inclusion** is the act of ensuring representation of people and perspectives into a group or structure. It is an ongoing process, not a static state of being. It leverages diversity to create a healthy, high-performing organization and community.

**Inclusion refers to the degree to which a diverse set of individuals are able to participate fully in collaboration, strategizing, and decision-making within an organization or group.**

An inclusive environment ensures equitable access to resources and opportunities and **enables individuals and groups to feel safe, respected, engaged, and valued for who they are and for their contributions toward organizational and societal goals.**

While an inclusive group is by definition diverse, a diverse group is not always inclusive. Being aware of unconscious or implicit bias can help organizations better address issues of inclusivity.

***Diversity, equity, and inclusion are mutually reinforcing.***

## The DEI Policy in Practice

Fostering a League that is diverse, equitable, and inclusive requires organizational—and often personal—reflection. Leagues should actively work toward diversity, equity, and inclusion in membership, culture, mission, and action. A successful League is representative of its community. DEI work is strongest when it is collaborative; this is the “League way.”

Given the cultural context of our place and time, it is unlikely that any of us has been untouched by the societal conditioning that upholds a complicated web of advantages and disadvantages according to different identities and characteristics. While the work of becoming aware of and responsible for our specific conditioning looks different for each individual, everyone is responsible for understanding their role in achieving a diverse, equitable, and inclusive League. Education must be concurrent with action, not in place of it.

While the transformation of the League into a more diverse, equitable, and inclusive organization is an ongoing process, and much good work has been done, LWVUS expects all Leagues to make a good-faith effort to comply fully with the DEI Policy.

*The League of Women Voters is a non-partisan organization dedicated to the principles of self-government established in the Constitution of the United States. The League works to promote political responsibility through informed and active participation of citizens in government.*

*For more information contact Lexington League Convenor Margaret Coppe at [mecoppe@gmail.com](mailto:mecoppe@gmail.com).*

**HAPPY  
HOLIDAYS!**

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We welcome Bulletin articles from members. If you'd like to submit an article for the January 2023 LWV LEXINGTON Bulletin, please send it to Wendy Manz at [wendy\\_manz@yahoo.com](mailto:wendy_manz@yahoo.com) prior to December 28, 2022.

