



DEI

DIVERSITY - EQUITY - INCLUSION



LEAGUE OF WOMEN VOTERS

(Statement from National's website)

League of Women Voters 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.

WHAT IS 'DEI'?

- DIVERSITY tells us *who* is in the room
- EQUITY means those in the room *have the things they need to thrive*
- INCLUSION means those in the room are *heard*

WHAT IS DIVERSITY?

DEFINITION of “Diversity”

[dəˈvɜrsədē]

The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

HOW WOULD YOU DEFINE DIVERSITY?

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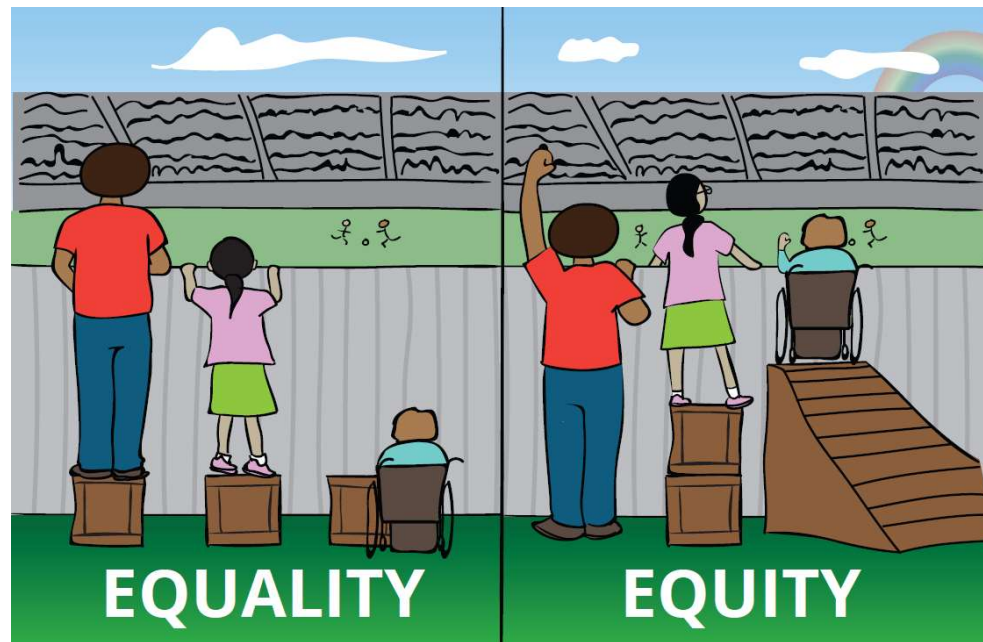
**It means understanding
that each individual is
unique, and recognizing
our individual differences.**

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WHAT IS EQUITY?



To be clear, **EQUITY** does not mean **EQUALITY**!



EQUITY vs. EQUALITY

To borrow from a commonly used metaphor, equality is when everyone in the room gets a pair of shoes.

Equity is when everyone gets a pair of shoes that fit and meets their needs and style.

In this sense...Equity is far more powerful than equality.

WHAT IS INCLUSION?

DIVERSITY



Get Invited to the Party

INCLUSION



Get Asked to Dance

Definition of 'Inclusion'

[in 'kloōZHən]

The action or state of including or of being included within a group or structure.

The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of minority groups.

HOW DO WE MAKE DEI A THREAD THROUGH OUR WORK?

The question that is often asked when organizations start the work of DEI is **“how do we get more diverse people on our board?”**

But we *must challenge ourselves* to do the harder, deeper work and instead address the culture of our organization by asking **“how can we remove systemic barriers so that a more diverse segment of our county will join the League?”**

This is the tough work of digging into all parts of who we are to understand what pieces of our organization and culture need reframing.

WHERE DO WE BEGIN?

Ask questions!!!

Who comprises our committees, our board, our leadership?

Are there gaps in our membership and leadership where we can better represent the diversity of Clallam county?

Who isn't 'at the table' that should be?

Are louder voices quieting softer voices?

How can we be more intentional and hold ourselves accountable to having DEI as a connecting thread in our work?

How do we need to change the culture of our organizations to better foster a sense of belonging for people from all backgrounds?

What other questions should we ask?

Also...

Review our onboarding, external communications and internal practices for bias.

HOW DO WE MEASURE SUCCESS?

This isn't work that's done once and then crossed off the list.

The goal of DEI work is to integrate this way of thinking to organically permeate everything that our organization does, which takes time and intention.



This work will be slow and less tangible, but it doesn't make it any less worthy of our time. What is measurable is not entirely indicative of inherent value and, certainly, short-term efficiency is not necessarily indicative of long-term value to the movement.

WHAT'S NEXT?



- Creation of a formal, standing committee?
 - Include the National LWV statement on DEI in our communications and public facing materials (social media, emails, etc)?
 - Create our own, local initiative on DEI?
 - Work with committee chairs and committees to implement DEI thinking when doing LWV work?
 - DEI training?
 - Other thoughts and ideas?
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