

## League Day 2019

### D. E. & I. and Allies Cluster Break-outs

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.

#### What are Diversity, Equity and Inclusion?

##### **DIVERSITY**

Diversity includes all of the similarities and differences among people. It refers to population groups that were historically underrepresented in socially, politically, or economically powerful institutions.

A team can be diverse and so can an organization. Diversity is about a collective or a group and can only exist in relationship to others. *We commit to increase diversity in the recruitment, retention, and retainment at the national, state, and local level, and in the leadership and executive roles.*

##### **EQUITY**

Equity is an approach based in fairness to ensuring everyone is given equal opportunity; this means that resources may be divided and shared unequally to make sure that each person has a fair chance to succeed. Equity takes into account that people have different access to resources because of system of oppression and privilege. Equity seeks to balance that disparity. *We commit to prioritizing equity in the work of the LWV staff, board, and members.*

##### **INCLUSION**

Inclusion is an ongoing process, not a static state of being. Inclusion refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group. An inclusive environment ensures equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, engaged, motivated, 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.*

- Excerpted from the LWVUS website: <https://www.lwv.org/league-management/leadership-development/diversity-equity-and-inclusion>

#### What is a Diversity Ally?

A diversity and inclusion ally is someone who is willing to take action in support of another person, in order to remove barriers that impede that person from contributing their skills and talents in the workplace or community. - Simma Lieberman



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Applying DEI:

- Divide into groups of 2 or 3 participants
- Review the definitions on the previous page. Ask each other what they mean to you personally, whether you've had any experience with DEI and Allies, examples of DEI and Allies in practice, etc.

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- What possible DEI actions could your local LWV take to 1) reach out to diverse groups and/or 2) attract diverse members?

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- What actions could I take to become a better ally to diverse groups?

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- What commitments will I make to realize at least one of these actions? Who can I ask to help me?

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Would you be interested in participating in a Bay Area LWV learning event on Allies and Ally-Building?

\_\_\_\_ Yes

\_\_\_\_ No

eMail ID: \_\_\_\_\_

*Please print clearly: Tear this off and turn it in before you leave. We will contact you with information.*