

THE WHYS AND WHAT OF DEI



DEI: Unpacking Our Biases and The Barriers They Create



AGENDA

- Welcome and Introductions
- Getting To Know You
- DEI Policy & DEI Lens
- Applying a DEI Lens To Ourselves
- Applying a DEI Lens to Our Organization
- Applying a DEI Lens to our Community Work
- Q&A

Community Norms

1. Be respectful
 1. Assume positive intent but understand impact.
2. If you are offended or uncomfortable, please let us know. You can privately contact me if you don't want to share with the full group.
3. Bring your full self and limit distractions.
4. No one knows everything, together we know a lot.
5. Share your pronouns if you are comfortable.

Getting To Know You

Please Use the Hand raising Function and raise your hand if you've:

- Attended a LWVUS DEI Training or Webinar
- Attended a state League DEI Training or Webinar
- Attended a local League DEI training or webinar
- Attended a non-League DEI training or webinar
- Regularly read/watch/listen to content related to DEI

Ice Breaker

- Your Name
- Two words to describe where you are from
 - There are no rules or wrong ways to interpret this. Your word can be the name of the town or state or it can be a description (rural, urban, big, small, friendly, ugly). It can be positive or negative or neutral.
 - Structure _____ and _____ or _____ but _____

DEI POLICY



LWV's Diversity, Equity and Inclusion Policy

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.

There shall be no barriers to full participation in this organization on the basis of gender, gender identity, ethnicity, race, native or indigenous origin, age, generation, sexual orientation, culture, religion, belief system, marital status, parental status, socioeconomic status, language, accent, ability status, mental health, educational level or background, geography, nationality, work style, work experience, job role function, thinking style, personality type, physical appearance, political perspective or affiliation and/or any other characteristic that can be identified as recognizing or illustrating diversity.



LWV's Diversity, Equity and Inclusion Policy

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.

LWV's Diversity, Equity and Inclusion Policy

There shall be no barriers to full participation in this organization on the basis of gender, gender identity, ethnicity, race, native or indigenous origin, age, generation, sexual orientation, culture, religion, belief system, marital status, parental status, socioeconomic status, language, accent, ability status, mental health, educational level or background, geography, nationality, work style, work experience, job role function, thinking style, personality type, physical appearance, political perspective or affiliation and/or any other characteristic that can be identified as recognizing or illustrating diversity.

Reminder on DEI Policy

- At the June 2020 LWWUS Convention this policy was made part of Article 1 of the LWWUS Bylaws.
- As the first three articles of the LWWUS bylaws set forth the League name, present the League's purpose and policies, and define membership in the League it is required that the first three articles of all local and state League bylaws be consistent with those of LWWUS in order to define and maintain the unity of the organization and the powers and privileges of members.

DEI LENS



+

•

○

DEI Lens

This can be used as an exercise to help us evaluate ourselves and how we operate and interact with others

- **Who is involved in the process?**
- **Who will be impacted?**
- **What are the intended and unintended outcomes?**
- **Does this align with our vision for an equitable and inclusive organization?**
- **What changes can be made to make this more equitable?**

DEI IN PRACTICE

Individual

This level focuses on understanding the basics of DEI and analyzing our individual biases and diverse dimensions

Organizational

This level examines ways in which Leagues can represent their community through the course of equitable and inclusive participation and with collective leadership opportunities

Community

This level analyzes ways in which Leagues are helpful to their partners by sharing their strengths that will uplift underrepresented voices and acknowledge value in democracy



INDIVIDUAL



Intention vs. Impact

- Good intentions can still have negative and harmful impacts.
 - **Not meaning or wanting to cause harm does not equate to not causing harm**
- Privilege and bias play a crucial role in how good intentions can have negative and harmful impacts.
- Progress can begin by creating spaces in which negative and harmful impacts can be addressed and owned without intentions used as a defense.

QUICK LOOK

Diverse Dimensions

Intersectionality

Privilege

Bias

Diversity

Diversity includes all of the similarities and differences among people, not limited to: gender, gender identity, ethnicity, race, native or indigenous origin, age, generation, sexual orientation, culture, religion, belief system, 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, physical appearance, and political perspective or affiliation.

Intersectionality



INTERSECTIONALITY

Thinking about
your own identity,
how do you
experience both
privilege and
oppression?



Implicit Bias

Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

- These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control.
- Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness.
- Studies have shown that implicit biases begin developing in us as early as age four and are fully developed by age 10.

-EEOC

Implicit Bias Can Result in:

- Devaluing and trivializing individuals' concerns and accomplishments
- Excluding individual(s)
- Underutilization of talent
- Micro-aggressions

Not So Micro

- **Microaggressions are “micro” because they often happen in small, private situations, yet their effects often impact in massive and dangerous ways.**
- A person can experience several microaggressions throughout one day and/or experience the same microaggression in repeated contact with members of another group.
- Over time this can create barriers between groups and make it harder to establish relationships.
- It can make members of one group reluctant to ever enter spaces that are primarily occupied by a majority group.

Moving Away from Bias

- Be aware
 - Of your privileges and the diverse dimensions of yourself and others
- Be open
- Be ready to change your behavior and thought patterns

Be ready to change your behavior and thought patterns

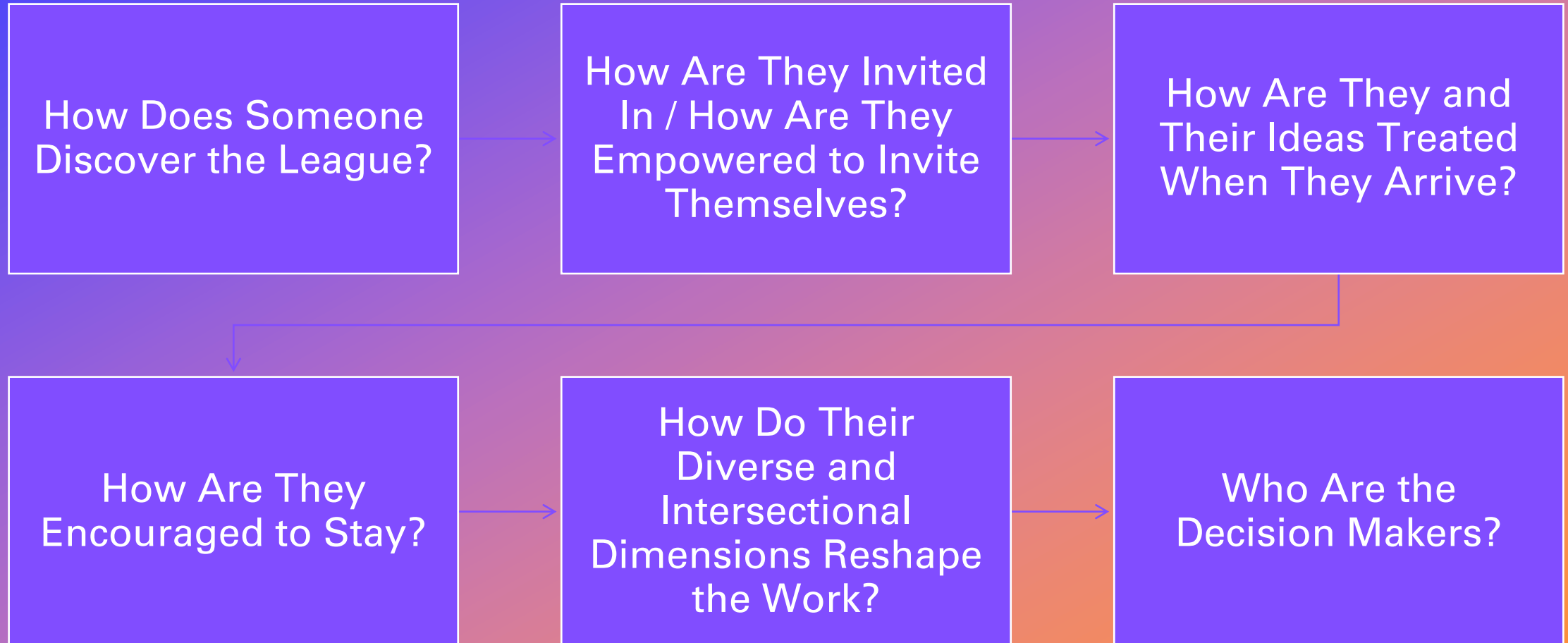
- Think Before You Speak
 - What is the potential impact of your words
 - What biases can you detect in them?
 - How might others with different viewpoints and/or backgrounds interpret them?
 - Think small. This is about the subtle things we do. “All of us remember in college...”, “Since we’ll all be getting ready for Christmas...”, “It’s super easy to get to. Just drive...”
- Listen
 - Listen when someone tries to educate
 - Listen when someone doesn’t participate and why
- Ask questions and be open to the responses
 - We don’t know what we don’t know



ORGANIZATIONAL



Welcoming Others



Diversity and Inclusion

- Diversity is being invited to the party; Inclusion is being asked to dance.
- Diversity is being invited to the party; Inclusion is dancing.
- Diversity is being invited to the party; Inclusion is choosing the music.
- Diversity is going to a party; Inclusion is being a member of the party-planning committee.

How is the last one different from the first and what changes would it inspire?

Other Considerations

- When and where are meetings and events held? Are they accessible to those who work or are in school during the week, are caretakers, don't drive, etc?
- What criteria exists for being a leader and who might be left out by it?
- How do new engagers or members learn what they need to be a fully engaged leader?
- How are new ideas treated?

COMMUNITY



Working With Different Communities

- Relationship building can take years.
- It may never get to the level you want.
- It is important to be understanding of any inherent distrust or unwillingness to work with the League.
 - Historical/Generational Trauma
- Don't think of partner as the only goal. Your League could be:
 - A resource for information
 - A liaison
 - An ally

Community Partnerships start with sharing:

- Power
- Knowledge
- Resources
- Decision-making
- What else?

Be a Good Ally

- Understand the difference between ally and savior.
 - Saviors assume they are there to lead, have all the answers, hold all the power, and often act in a performative fashion.
- Allies:
 - Educate Themselves
 - Read, Watch, Listen
- Take Action
 - With awareness of what assistance is needed
 - With respect to those who bring different skills and knowledge to the table
- Use Privilege to Elevate Others

SUMMARY

This work starts with understanding ourselves and bringing our full selves to the table in a way that creates new spaces and changes existing spaces where needed and supports our communities in long-lasting and collectively empowering ways.



Individual

This level focuses on understanding the basics of DEI and analyzing our individual biases and diverse dimensions

Organizational

This level examines ways in which Leagues can represent their community through the course of equitable and inclusive participation and with collective leadership opportunities

Community

This level analyzes ways in which Leagues are helpful to their partners by sharing their strengths that will uplift underrepresented voices and acknowledge value in democracy

Q&A





+



o

THANK YOU

Christina S. Davis
cdavis@lww.org

