



### **LWV-VA DEI Plan**

The LWV-VA Board adopted the following DEI plan in February 2025:

#### **Embracing Diversity, Advancing Equity, and Fostering Inclusion in the League of Women Voters of Virginia**

Mission Statement: To create a welcoming and inclusive environment for all members of the League of Women Voters of Virginia, regardless of race, ethnicity, citizenship, gender, sexual orientation, religion, ability, or socioeconomic status.

#### **A. Goals**

1. Diversity
  - a. Increase representation of underrepresented groups in the League of Women Voters of Virginia.
  - b. Promote cultural competency training for members.
  - c. Develop diversity-focused programs and initiatives.
2. Equity
  - a. Identify and address systemic disparities in League policies and practices.
  - b. Implement equitable policies and practices in the League.
  - c. Ensure equal access to offices, opportunities, resources, and services.
3. Inclusion
  - a. Foster inclusive meetings, events, and activities.
  - b. Support diverse businesses and entrepreneurship.
  - c. Encourage civic engagement, partnerships, and participation.

#### **B. Objectives**

1. Develop and implement diversity and inclusion training programs.
2. Increase diversity in nominating and procurement practices.
3. Establish diversity and inclusion metrics and benchmarks.
4. Conduct regular equity assessments and address disparities.
5. Create inclusive meetings and events.
6. Support diverse community organizations and initiatives.
7. Develop language access plans for limited English proficiency populations.
8. Ensure accessibility for individuals with disabilities.

### C. Strategies

1. Community Engagement: Partner with diverse community organizations and stakeholders.
2. Policy Reforms: Review and revise policies as needed to promote equity and inclusion.
3. Education and Training: Provide ongoing diversity and inclusion training.
4. Data Collection and Analysis: Track diversity and inclusion metrics.
5. Accountability: Establish accountability mechanisms for diversity and inclusion efforts.
6. Assist local Leagues in creating and implementing DEI policies and programs.

### D. Inclusion Metrics

Objective Key Performance Indicators:

1. Diversity metrics (membership, leadership, procurement).
2. Equity metrics changes in state and local League policies and practices.
3. Community feedback and engagement

### E. Implementation and Evaluation

1. Establish a Diversity, Equity, and Inclusion Office.
2. Develop a DEI Advisory Committee.
3. Conduct regular progress evaluations.
4. Adjust strategies based on evaluation findings.

### F. Timeline

- Short-term (0-12 months): Develop DEI plan, put money in LWV-VA budget for DEI, establish DEI Office, and launch diversity and inclusion training.
- Mid-term (13-24 months): Implement policy reforms, establish diversity and inclusion metrics, and conduct equity assessments.
- Long-term (24+ months): Evaluate progress, adjust strategies, and continue to promote diversity, equity, and inclusion.

This outline provides a foundation for Virginia's DEI efforts. It's essential to engage stakeholders, monitor progress, and adapt strategies to ensure meaningful and lasting change. For additional information, see the DEIB Toolkit in Appendix IV.