

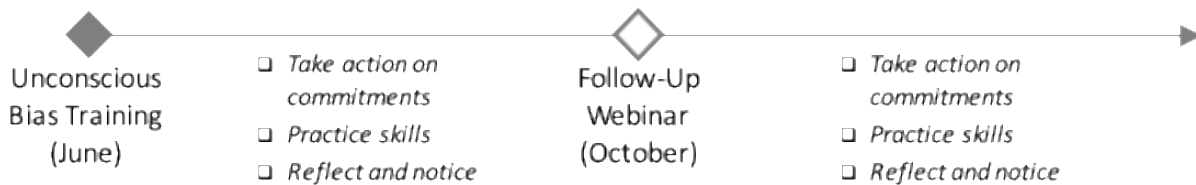


**BACKGROUND**

Embracing diversity, equity, and inclusion (DEI) is core to the League’s mission to empower voters and defend democracy. Today’s training focuses on the individual – raising awareness, offering skills to practice, and sharing tools and resources—because we recognize that building individual skills is key to meeting our larger organizational goals, including embodying a more inclusive, welcoming, and diverse organization.

There are many reasons for this approach:

- Recruiting and retaining new members and volunteers and serving constituents from diverse backgrounds is ultimately about building relationships through conversation and interaction. This training focuses on how we can all best prepare for these conversations and interactions.
- The League is working to weave DEI into the fabric of everything we do. This is paramount to the Transformation Journey and meeting our ambitious organizational impact goals for 2020.
- This work takes time and practice. Its success hinges on actions at every level—from how we incorporate DEI approaches into nationwide initiatives, right down to how individual local League leaders interact with new volunteers, partners, and voters.
- There is no one or right way to achieve DEI "success"—rather a series of individual and collective reflections and actions that combine to move the needle that is unique to every organization. DEI programs that proceed without raising individual awareness have limited effectiveness.
- This work is individual and personal. The work of learning about DEI—and ultimately about yourself, your presence, and your role—is about a willingness to broaden your perspectives, challenge assumptions, and deepen connections.
- This journey takes time and practice. While many people have a natural tendency to jump to the "end" (i.e., the action or state that they want), the journey is critical. This training is the first step on a longer path of learning and practice that focuses on building those near-term fundamental skills:



## **DEI Initiative in Action over the Next Biennium**

### **National Level**

- Ensure the League's Diversity, Equity, and Inclusion vision is integrated into our mission impact work.
- Train staff and leaders at all levels to understand how their own perceptions, norms, patterns of behavior, and biases can undermine their impact on effective mission impact work and their desire to work more effectively with diverse populations.
- Socialize common definitions of diversity, equity, and inclusion as a foundation to future work.
- Communicate to state and local Leagues how DEI approaches can be effectively applied in achieving the League's mission impact work.

### **State Level**

- Develop quantitative monitoring techniques in partnership with LWVUS to measure progress on recruitment, retention, and other DEI elements.
- Integrate DEI into planning, including member/volunteer orientation and leadership development programs.
- Encourage local Leagues to articulate goals for implementing DEI programming with specifics related to numeric targets.
- Engage in honest conversations about how to support local Leagues to improve interactions with new and diverse audiences, using skills learned in DEI training(s).

### **Local Level**

- Participate in additional DEI training and activities via webinars sponsored by LWVUS.
- Integrate training tools, exercises, resources, and material into regular League operations.
- Identify clear examples of the distinct value LWV offers diverse communities and how the organization complements the efforts of diverse partners.
- Engage in honest conversations about how to improve interactions between League leaders and new and diverse audiences, using skills learned in DEI training(s).
- Encourage individual members to incorporate DEI skills into interpersonal interactions.
- Gather stories that reflect LWV mission in action and share them.
- Build the capacity to engage in honest conversations to bridge dimensions of difference and create openings for learning.

## **USING THE CHECKLIST**

This checklist is intended to be an accessible resource anytime you wonder, "What can I do?" There is no right way to use this checklist, nor do you need to complete every step. Each potential action offers a beginning, an invitation for you to step into this journey wholeheartedly.

We encourage you to select potential actions from the list below that represent the commitments you wish to make to your DEI journey. As you complete an action, check the corresponding box. We will host a webinar after the Convention to hear about your progress, learnings, and additional support you may need. Additionally, more resources and ideas will be posted online after Convention.

<i>WHAT DO I DO NEXT?</i>	<i>WHERE DO I BEGIN?</i>
<b>Recognize and accept that you have bias</b>	
<input type="checkbox"/> Notice your filters	<input type="checkbox"/> Consider what makes you “you” and write about it. <ul style="list-style-type: none"> <li>▪ What in your background and identity is informing the biases that we hold?</li> <li>▪ What are some of the rules in your book of rules as to what qualities make someone a “good” person or a “good” family? And what makes a “good” job, employee, team member?</li> </ul>
<input type="checkbox"/> Remove the stigma of good vs. bad person related to unconscious bias	<input type="checkbox"/> Identify a vulnerability partner to share apprehensions and fears about making mistakes when interacting with people of diverse backgrounds. <input type="checkbox"/> Share and discuss: <ul style="list-style-type: none"> <li>▪ What behaviors “get in the way” of you connecting meaningfully with people from different backgrounds?</li> <li>▪ Think about instances where, in spite of positive intentions, your actions, and behaviors had a negative impact or consequence. What did you learn? What other actions were possible?</li> </ul>
<b>Develop the capacity to use a flashlight on yourself</b>	
<input type="checkbox"/> Reflect on what matters to you	<input type="checkbox"/> Consider your core values as an individual. What are they? <input type="checkbox"/> What makes each one important? <input type="checkbox"/> What roles do diversity, equity, and inclusion play in your values?
<input type="checkbox"/> Observe yourself in different interactions and write down what you notice	<input type="checkbox"/> For two weeks, notice which interactions “trigger” you in some way and jot down when they happen. <input type="checkbox"/> Consider how emotions, feelings, or reactions “trigger” you. <input type="checkbox"/> At the end of the two weeks, look at what you wrote. What patterns emerge? What role did your lens play?
<input type="checkbox"/> Notice your voice of judgment	<input type="checkbox"/> What prompts your voice of judgment to surface? <input type="checkbox"/> What if you show compassion in these moments? <input type="checkbox"/> What is good about that voice, and how does it serve you? <input type="checkbox"/> What about it needs to go to make room for wisdom?
<b>Practice Constructive Uncertainty</b>	
<input type="checkbox"/> Ask open-ended questions	<input type="checkbox"/> Practice using Powerful Questions.
<input type="checkbox"/> Foster a curious mindset	<input type="checkbox"/> What do you know about racism, sexism, homophobia, xenophobia, etc. and how they affect marginalized communities? What do you want to know? <input type="checkbox"/> Create a list of questions and potential sources of information for each question.
<input type="checkbox"/> Check your assumptions and “truths”	<input type="checkbox"/> Write down your assumptions going into a situation. Which ones are grounded in reality? Which ones need testing? Which ones need to go? <input type="checkbox"/> What stories surface time and time again in explaining reality? How are they serving you?

<b>WHAT DO I DO NEXT?</b>	<b>WHERE DO I BEGIN?</b>
<input type="checkbox"/> Practice Level 3 listening	<input type="checkbox"/> Schedule time to meet with a volunteer or League member you don't know well to learn more about their background and values. Practice listening without interruption and with intuition. Play back what you heard and look for common connection. <input type="checkbox"/> Use engaged, connected body language in your interaction (e.g., gentle eye contact, open arms and hands). Notice your body and what you feel during the conversation. <input type="checkbox"/> Take time to reflect on the experience. What did you notice about the experience? What challenged you? What surprised you?
<b>Explore awkwardness and discomfort</b>	
<input type="checkbox"/> Begin a new body practice	<input type="checkbox"/> Identify something easy that would nudge you in a new direction by doing something different physically--a body practice (e.g., brush your teeth with your other hand). <input type="checkbox"/> Consider integrating a new practice in your routine (e.g., taking scheduled breaks from your computer, walks outside, yoga).
<input type="checkbox"/> Begin a new pause practice	<input type="checkbox"/> Identify a simple way to practice quieting your mind--a pause practice (e.g., taking three deep breaths for a count of five). <input type="checkbox"/> Consider integrating a new practice to build in time for reflection.
<input type="checkbox"/> Begin a sharing practice	<input type="checkbox"/> Lead a discussion, make a presentation, or write a blog/newsletter article on a diversity, equity, and inclusion issue that integrates new knowledge and perspectives.
<b>Engage with people who are different from you and expose yourself to positive role models in that group</b>	
<input type="checkbox"/> Set an intention for your conversations	<input type="checkbox"/> What's most important for you to learn? To share? <input type="checkbox"/> What do you wish for? <input type="checkbox"/> How do you want to show up?
<input type="checkbox"/> Engage more fully with people you consider to be "others"	<input type="checkbox"/> Attend a local town hall/convening where your social identity group is in the minority. Write down what issues are compelling to that group. What values emerge? What feelings emerge for you? What were you most curious about? What surprised you?
<input type="checkbox"/> Talk to members and volunteers about what is important to them	<input type="checkbox"/> Engage in informal conversations with new members, volunteers, and target individuals from diverse backgrounds to better understand the compelling issues they are talking about and what matters in terms of values, lifestyle, and workstyle.
<input type="checkbox"/> Have a difficult conversation	<input type="checkbox"/> Consider your behavioral style related to conflict (e.g., engage, avoid, freeze). What does success look like for your difficult conversation? <input type="checkbox"/> Acknowledge that there will be differences in how you and others see things. Look for common ground and connection.
<b>Get feedback</b>	
<input type="checkbox"/> Understand how your behaviors impact others	<input type="checkbox"/> Ask someone how they perceive you, and listen. <input type="checkbox"/> Share back what you heard. Ask, "Is there anything I missed?" <input type="checkbox"/> Offer insights you have gained.

<b>WHAT DO I DO NEXT?</b>	<b>WHERE DO I BEGIN?</b>
<input type="checkbox"/> Understand your emotional triggers	<input type="checkbox"/> Ask someone for feedback on your interpersonal interactions and decision-making in an emotionally charged or uncomfortable situation. <input type="checkbox"/> What did you do? <input type="checkbox"/> What impact did your behavior have in the situation? <input type="checkbox"/> What insights did you gain?
<b>Continue learning</b>	
<input type="checkbox"/> Read articles and books about diversity, equity, and inclusion and how to engage	<p><b>Articles</b></p> <input type="checkbox"/> "Diversity and Authenticity," Katherine Phillips, Tracy Dumas, Nancy Rothbard <input type="checkbox"/> "How Black Women Describe Navigating Race and Gender in the Workplace," Maura Cheeks <input type="checkbox"/> "Neurodiversity as a Competitive Advantage," Robert Austin and Gary Pisano <input type="checkbox"/> "Reducing the effects of gender stereotypes on performance evaluations," Bauer, C.C. & Baltes, B.B. <input type="checkbox"/> "Unlearning Automatic Biases: The malleability of implicit prejudices and stereotypes," Rudman, L.A., Ashmore, R.D. Gary, M.L. <input type="checkbox"/> "Warmth and Competence as Universal Dimensions of Social Perception. The Stereotype Content Model and the BIAS Map." Amy Cuddy, Susan Fiske, Peter Glick <p><b>Books</b></p> <input type="checkbox"/> <i>Between the World and Me</i> , Ta-Nehisi Coates <input type="checkbox"/> <i>Blindspot: Hidden Biases of Good People</i> , Mahzarin Banaji <input type="checkbox"/> <i>Blink: The Power of Thinking Without Thinking</i> , Malcolm Gladwell <input type="checkbox"/> <i>Braving the Wilderness</i> , Brené Brown <input type="checkbox"/> <i>Everyday Bias</i> , Howard Ross <input type="checkbox"/> <i>The Hate You Give</i> , Angie Thomas <input type="checkbox"/> <i>The Hillbilly Elegy</i> , JD Vance <input type="checkbox"/> <i>Predictably Irrational: The Hidden Forces that Shape Our Decisions</i> , Ariely, Daniel <input type="checkbox"/> <i>Waking Up White</i> , Debby Irving <input type="checkbox"/> <i>The Warmth of Other Suns</i> , Isabel Wilkerson <input type="checkbox"/> Additional Resources in DEI Bibliography

<b><i>WHAT DO I DO NEXT?</i></b>	<b><i>WHERE DO I BEGIN?</i></b>
<input type="checkbox"/> Listen to different perspectives	<input type="checkbox"/> Being Color Brave, Mellody Hobson <a href="https://www.ted.com/talks/mellody_hobson_color_blind_or_color_brave">https://www.ted.com/talks/mellody_hobson_color_blind_or_color_brave</a> <input type="checkbox"/> Believing in Refugees, Luma Mufleh <a href="https://www.ted.com/talks/luma_mufleh_don_t_feel_sorry_for_refugees_believe_in_them">https://www.ted.com/talks/luma_mufleh_don_t_feel_sorry_for_refugees_believe_in_them</a> <input type="checkbox"/> How to Overcome Biases, Verna Myers <a href="https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them">https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them</a> <input type="checkbox"/> I'm Not Your Inspiration, Stella Young <a href="https://www.ted.com/talks/stella_young_i_m_not_your_inspiration_thank_you_very_much">https://www.ted.com/talks/stella_young_i_m_not_your_inspiration_thank_you_very_much</a> <input type="checkbox"/> The Urgency of Intersectionality, Kimberlé Crenshaw <a href="https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality">https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality</a> <input type="checkbox"/> What Does Normal Really Mean, Safwat Saleem <a href="https://www.ted.com/talks/safwat_saleem_why_i_keep_speaking_up_even_when_people_mock_my_accent">https://www.ted.com/talks/safwat_saleem_why_i_keep_speaking_up_even_when_people_mock_my_accent</a> <input type="checkbox"/> Additional Resources in Bibliography