

ALVAREZ PORTER GROUP

# Amplify Our Power

June 21, 2019

“We envision a democracy where every person has the desire, the right, the knowledge and the confidence to participate.”



ALVAREZ PORTER GROUP



# ROADMAP TO MISSION IMPACT



# WHAT is the Threat?



Who is behind it?

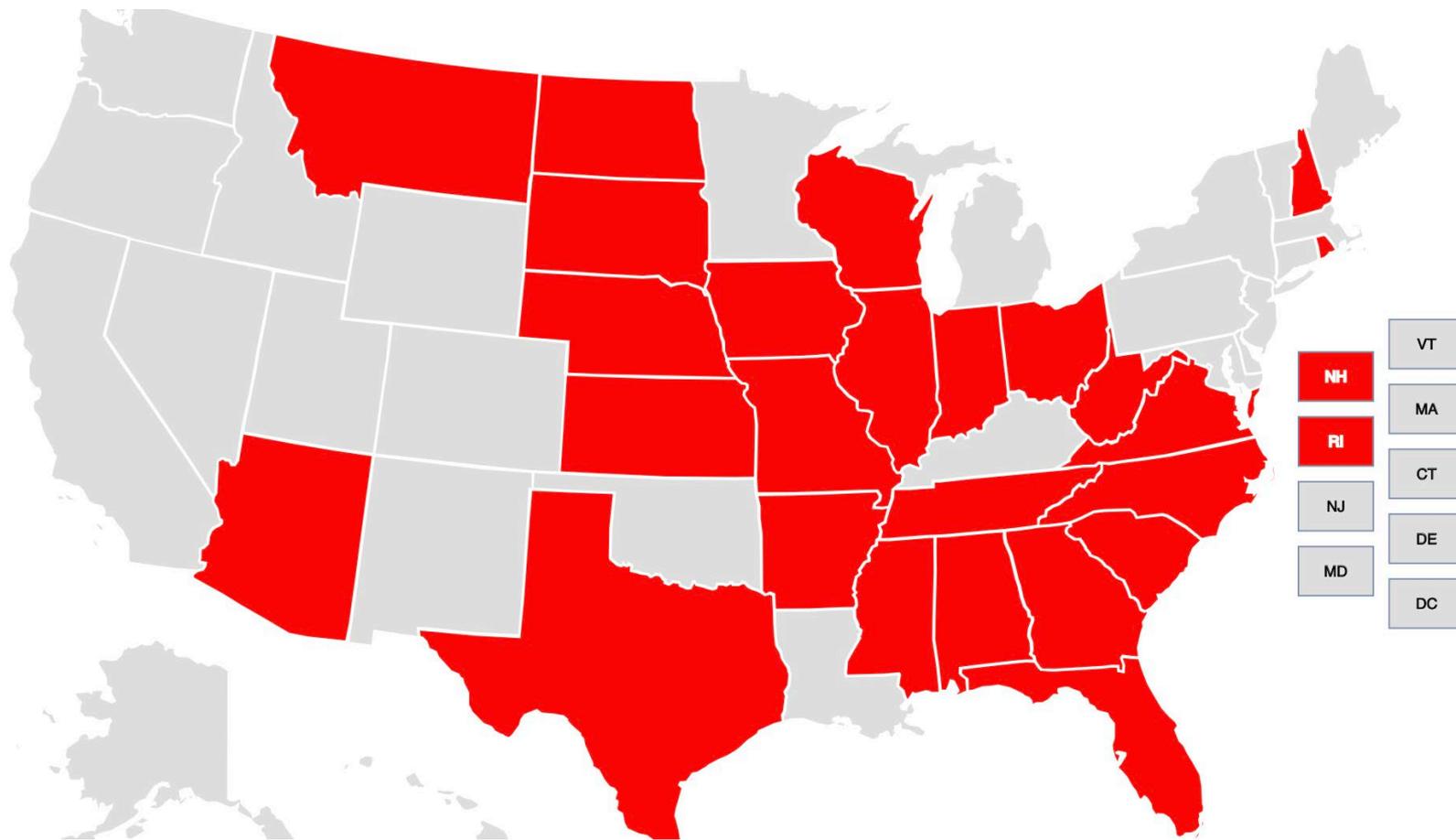


What are they  
doing?

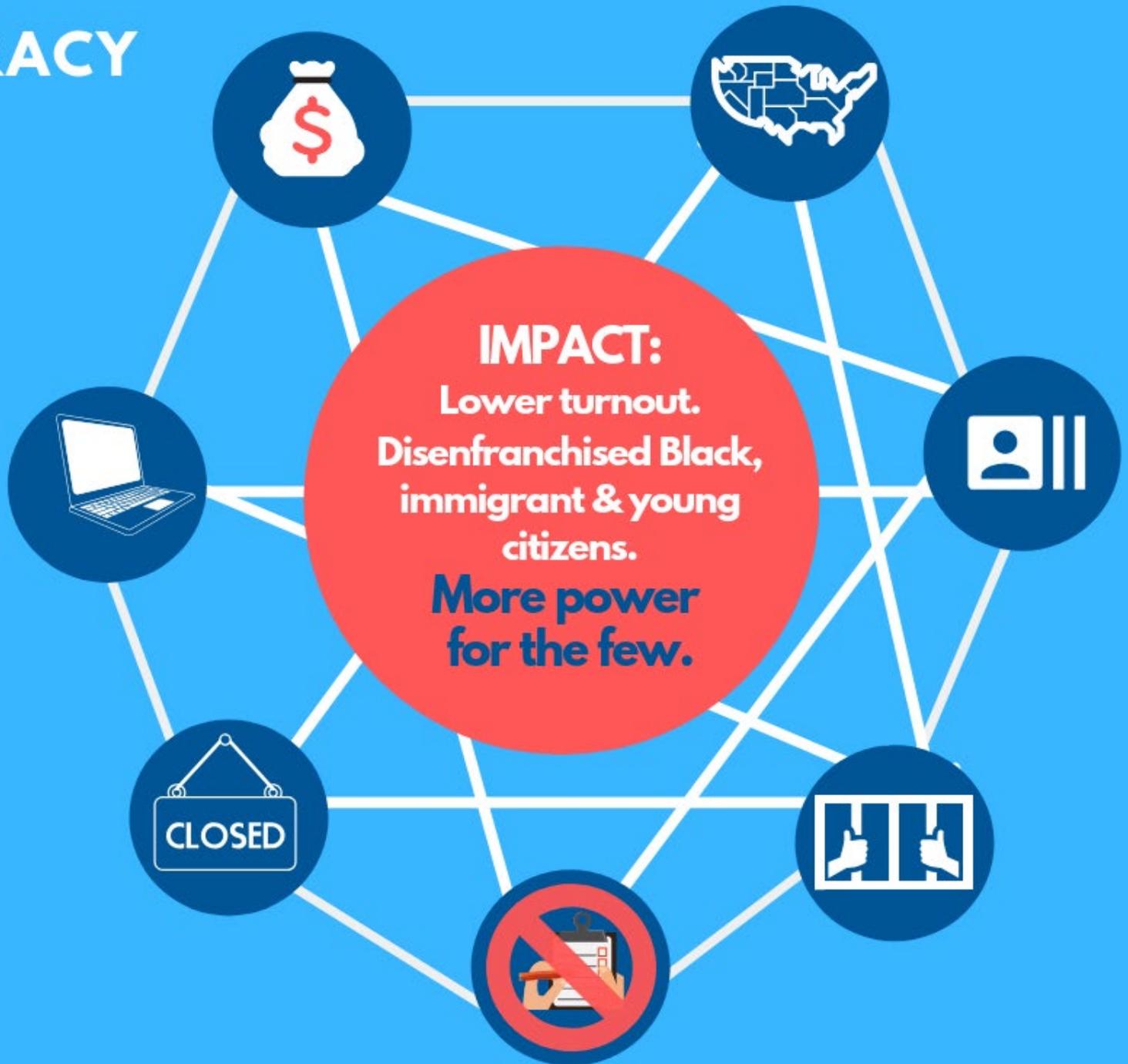


Where are they  
being effective?

# Significant Voting Restriction Since 2010



# DEMOCRACY UNDER THREAT



# DEMOCRACY UNDER THREAT



**Dark money, Lobbying & Super PACS**

**Gerrymandering & Attacking the Census & Reapportionment**



**Voter ID, Exact Match & Voter Roll Purges**

**Felony Disenfranchisement**



**Restricting Grassroots Registration Drives & Voter Assistance**

**Closures & Cuts to Registration & Poll Sites**



**Widespread Misinformation**

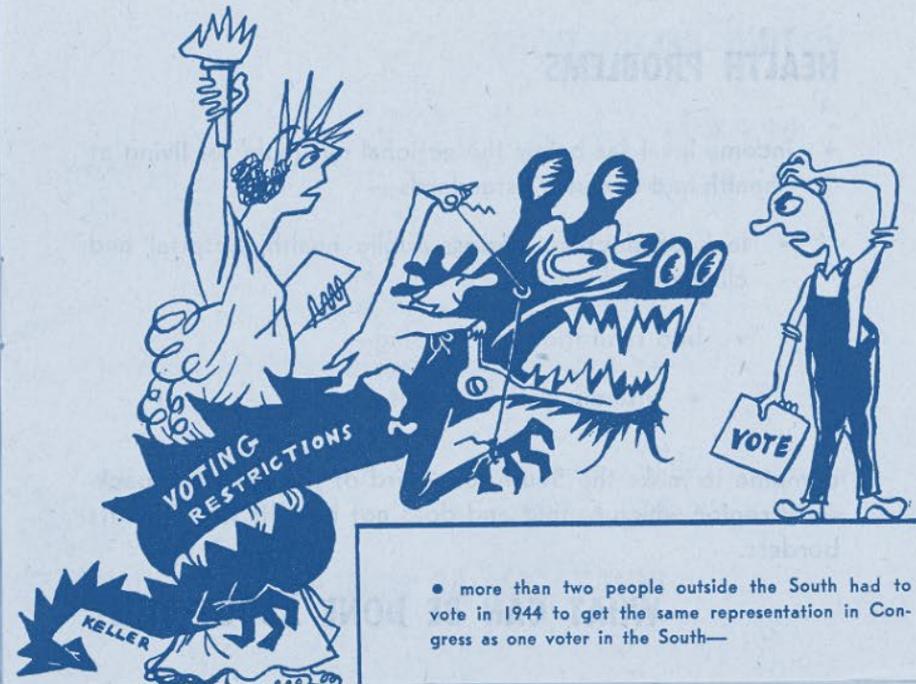
# WHY is this Happening?

## VOTING RESTRICTIONS

- the poll tax—
- "white primaries"—
- inaccessibility of polls—
- restrictive registration hours—
- and other, more subtle restrictions against voting—

have long stifled a free, democratic vote for people in the southern states.

## WHAT CAN BE DONE ABOUT THIS?



- more than two people outside the South had to vote in 1944 to get the same representation in Congress as one voter in the South—

**IMPACT:**

**Lower turnout.**

**Disenfranchised Black,  
immigrant & young  
citizens.**

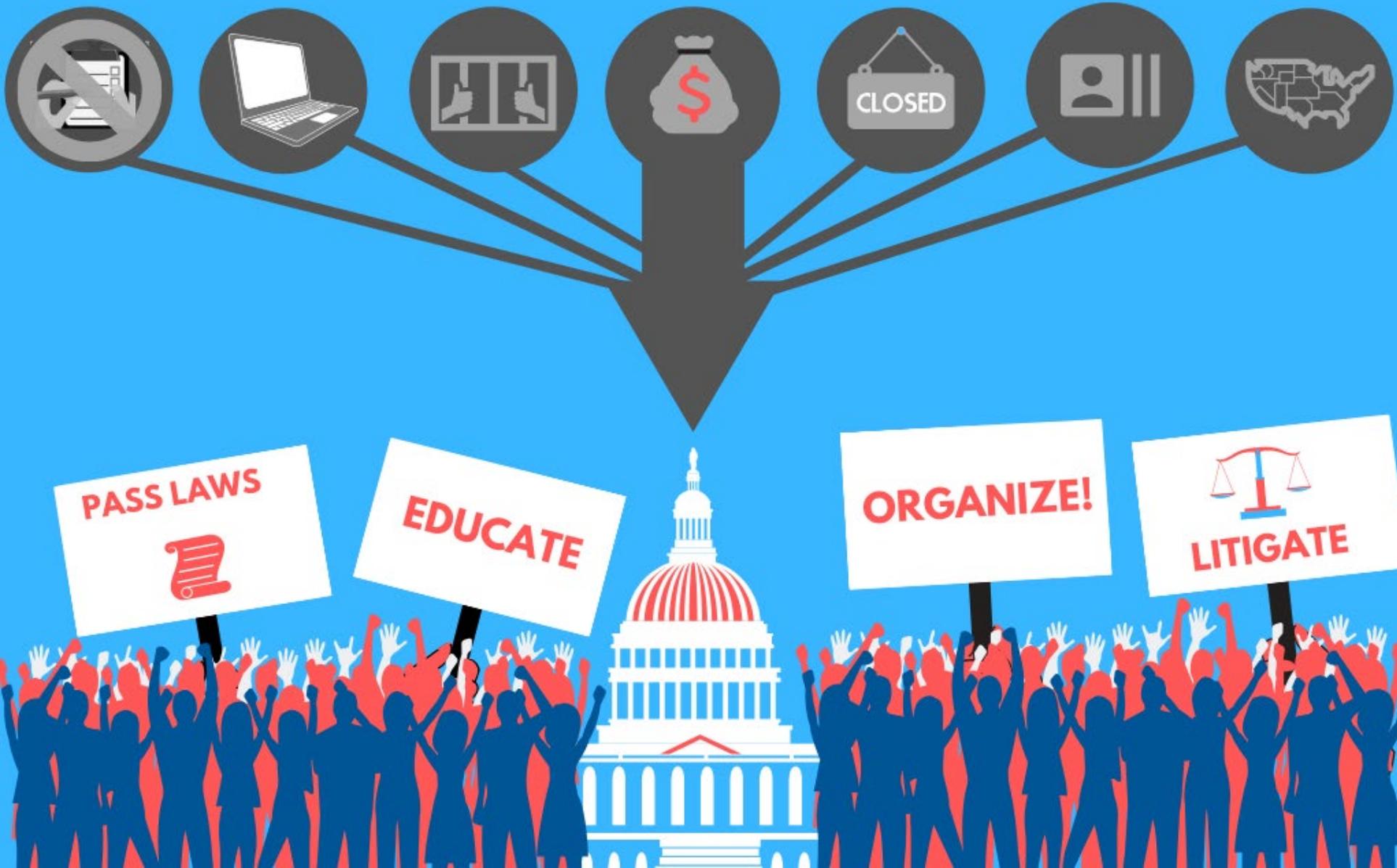
**More power  
for the few.**

HEADQUARTERS NATIONAL  
— ASSOCIATION  
**OPPOSED TO**  
WOMAN SUFFRAGE

WHO & WHAT is behind it?



# Defending Democracy Under Threat



**PASS LAWS**



**EDUCATE**

**ORGANIZE!**

**LITIGATE**



*Power, properly understood, is the ability to achieve purpose. It is the strength required to bring about social, political or economic changes. In this sense power is not only desirable but necessary in order to implement the demands of love and justice.*

**Rev. Dr. Martin Luther King Jr.**

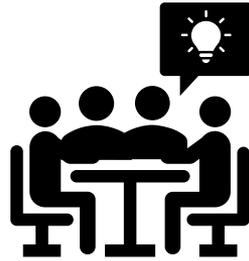
“What Is to Be Done?” 1967

A decorative graphic consisting of two overlapping circles. The top circle is partially cut off by the top edge of the frame. The circles are outlined in a dark red color with a textured, splattered appearance. The background is white.

# LWV Cafe

Conversations that matter

# The Basics



1. Groups of four
2. Pick a “host”
3. Talk about the posted question
4. Move to a new group

The host’s job is to greet new arrivals and take notes

When the group moves to a new table, the host stays put!

*We will hear from the  
tables briefly after each  
round*



ALVAREZ PORTER GROUP



---

# First Question:

*What forces are you up against in your State when you defend democracy?*

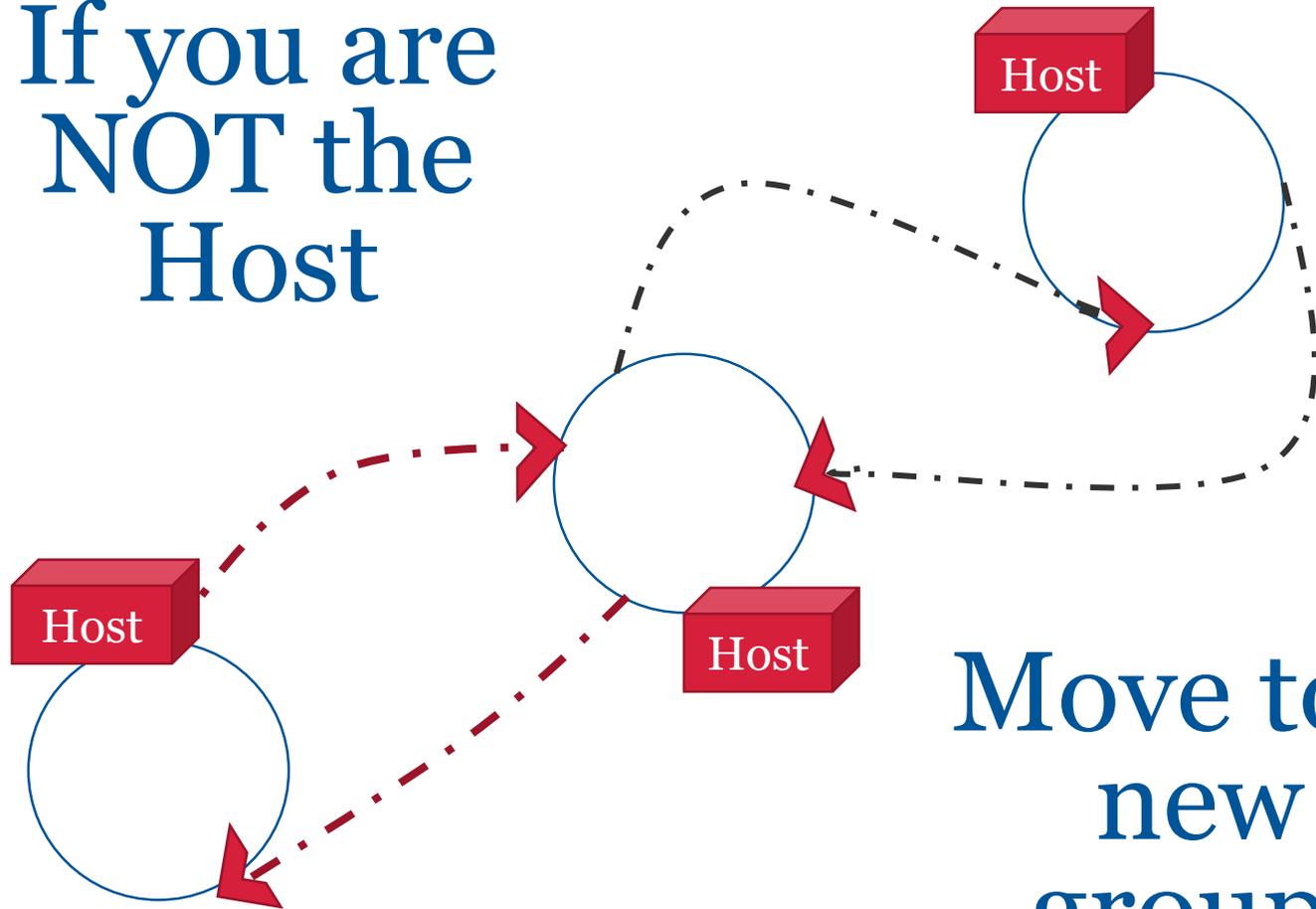
# *Share*



ALVAREZ PORTER GROUP



If you are  
NOT the  
Host



Move to a  
new  
group!

---

# Don't Solve Problems: Copy Success



Look  
for the  
Bright  
Spots

Bright spots help us to see what is working so that we can find ways to reproduce it.

“

*We had constant activity for members and had them send daily emails and calls to legislators.”*

“

*We organized with partner organizations and had at least one person in the state house every day to catch legislators in the hallway.”*

“

*We were able to leverage long term relationships with partners and could cross promote and provide advice and council to others working on this issue and beyond.”*

“

*We asked each local league to get 10X their membership in signatures and every month they reported in through a shared Google doc. It became a friendly competition.”*

---

## Second Question:

*What is a story of a Bright Spot in your State where League members are defending or expanding democracy?*

*Use one word to describe  
the Bright Spots at your  
table*



ALVAREZ PORTER GROUP



# Defending Democracy Under Threat

**GROW  
THE  
MOVEMENT**

**BUILD  
THE  
COALITION**

**AMPLIFY  
&  
COORDINATE**

**PASS LAWS**



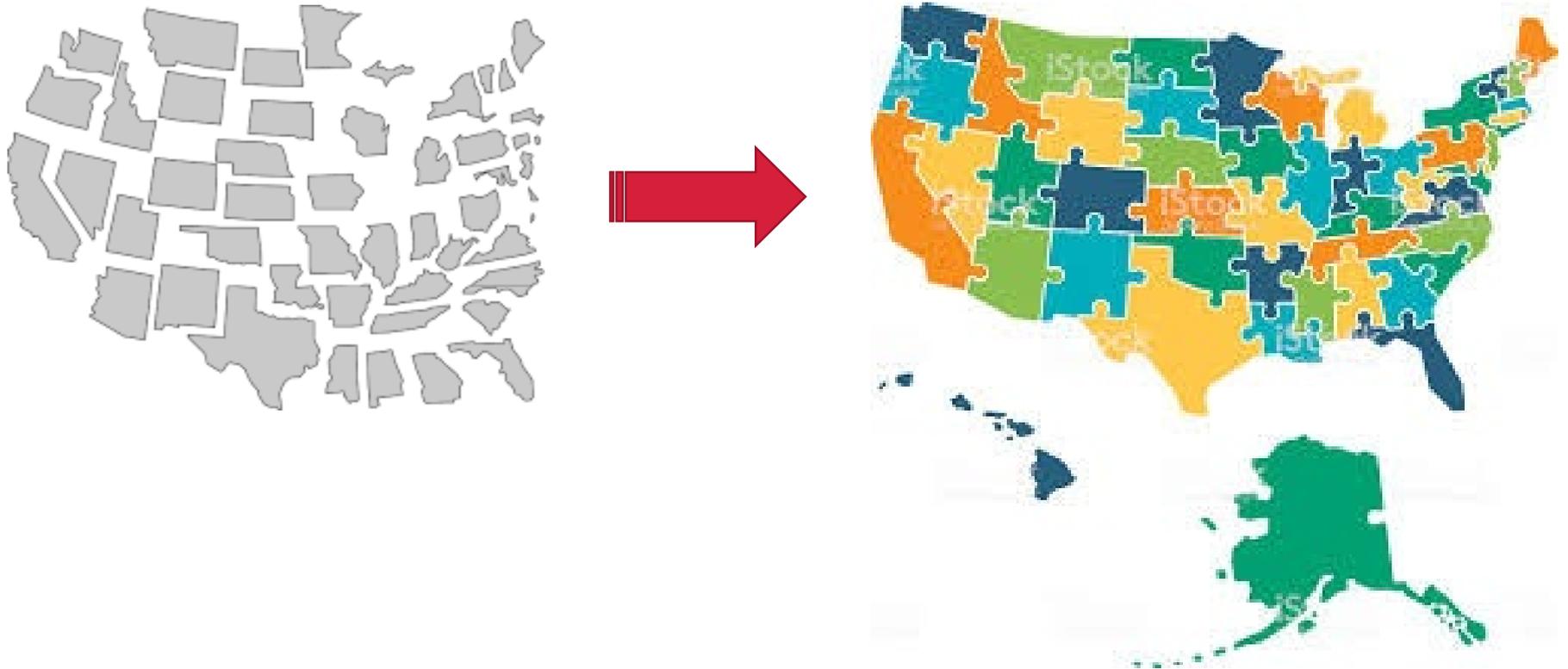
**EDUCATE ORGANIZE!**



**LITIGATE**



# What might happen if we...



**#Amplify our Power**

---

# Last Question:

*What is one long term goal we could work on together across the League that would make the biggest impact on our democracy?*

*Share*



ALVAREZ PORTER GROUP



Please take a short break

Thank your Hosts  
Turn in your note cards

Return to the table you started  
at this morning





# Diversity, Equity and Inclusion as a Strategy for Mission Impact

---

AMPLIFYING OUR POWER • PART TWO

---

# Pair Share

Think about the suffrage movement, the abolitionist movement, the civil rights movement or other moments in history where societal change required individual and organizational change.

*What transformational changes by individuals and organizations likely had to take place for those victories to happen?*



---

## All processes of change require...



**Seeing** something new or differently



**Assessing** the impact of what you're seeing



**Doing** something new or different in response

...and this is true when it comes to operationalizing **diversity, equity and inclusion.**

---

# Definitions: Diversity

- **Similarities and differences**, including gender, gender identity, race, age, generation, sexual orientation, ability status, education, geography, political perspective, etc.
- **Population groups that have historically underrepresented** in socially, politically, or economically powerful institutions and organizations.
- **Diversity is about a collective or group.** A person is not diverse.

*“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.”*

---

# Definitions: Equity

- **Ensuring that everyone is given equal opportunity**, which mean that resources may be distributed and shared unequally to make sure that each person has a fair chance to succeed.
- **Improving equity involves increasing justice and fairness** within the procedures and processes, and the distribution of resources within institutions or systems.
- **Ensuring the most underserved and marginalized** have as much opportunity to succeed as the most well-served and advantaged.

*“We commit to prioritizing equity in the work of LWV staff, board, and members.”*

---

# Definitions: Inclusion

- **Creating a healthy-high performing organization and community** by leveraging diversity.
- **Ensuring full participation of all individuals and groups** in decision-making processes within an organization or group.
- **Ensuring equitable access to resources and opportunities for all.** Everyone feels safe, respected, engaged, motivated, and valued.

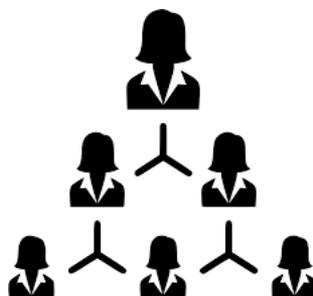
*“We commit to making deliberate efforts to ensure LWV is a place where differences are welcomed, different perspectives are respectfully heard, and every individual feels a sense of belonging and inclusion. We know that by creating a vibrant climate of inclusiveness, we can more effectively leverage our resources to advance collective capabilities.”*

---

# Where should transformational change work on DEI live?



Individual

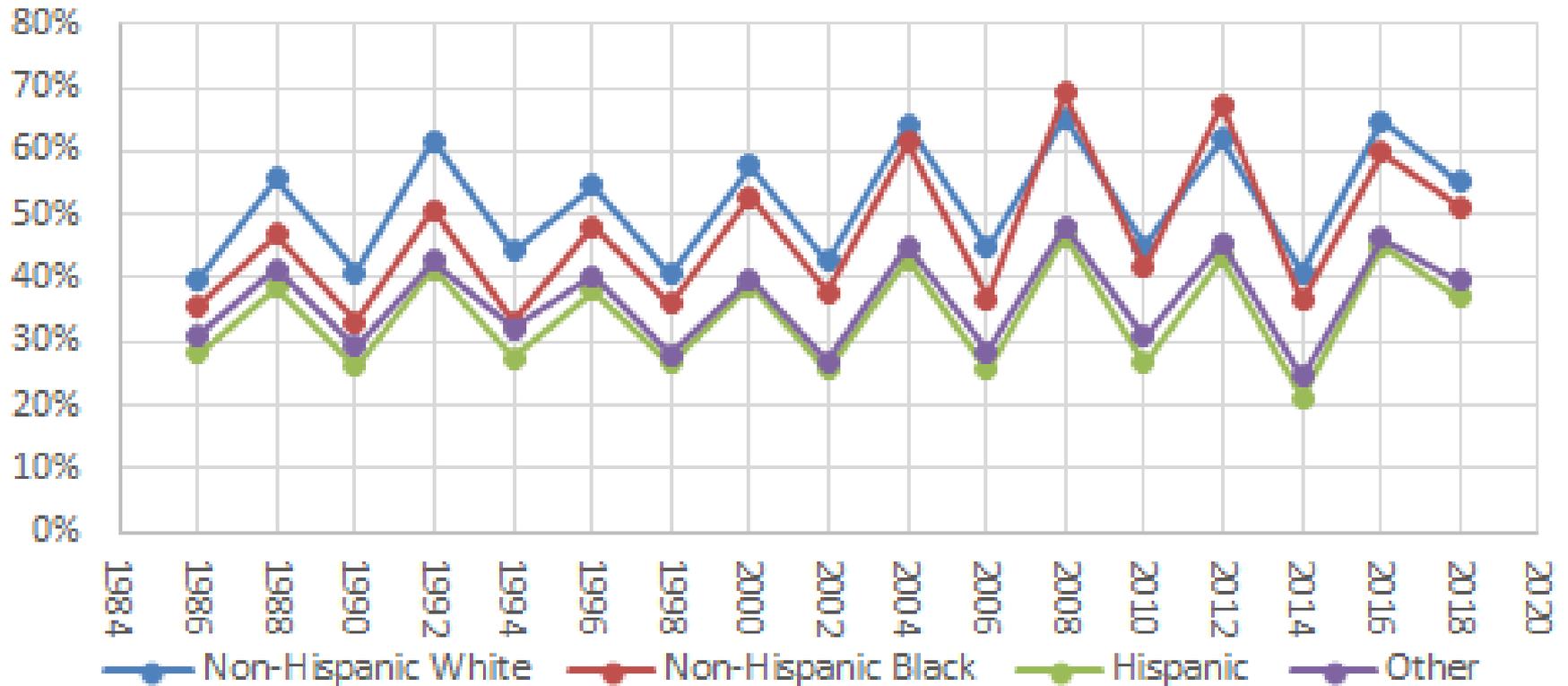


Organizational

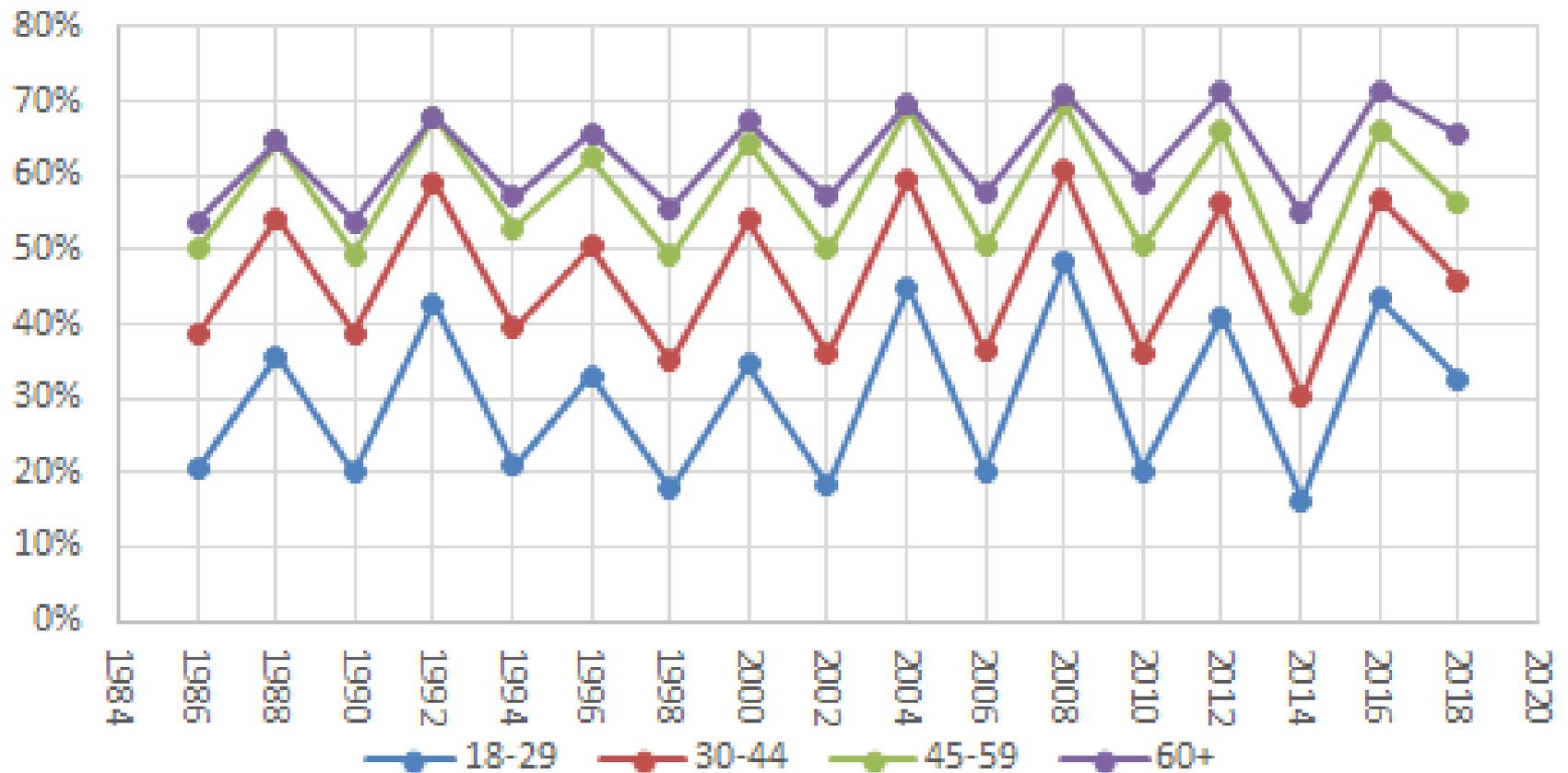


Approach to Work

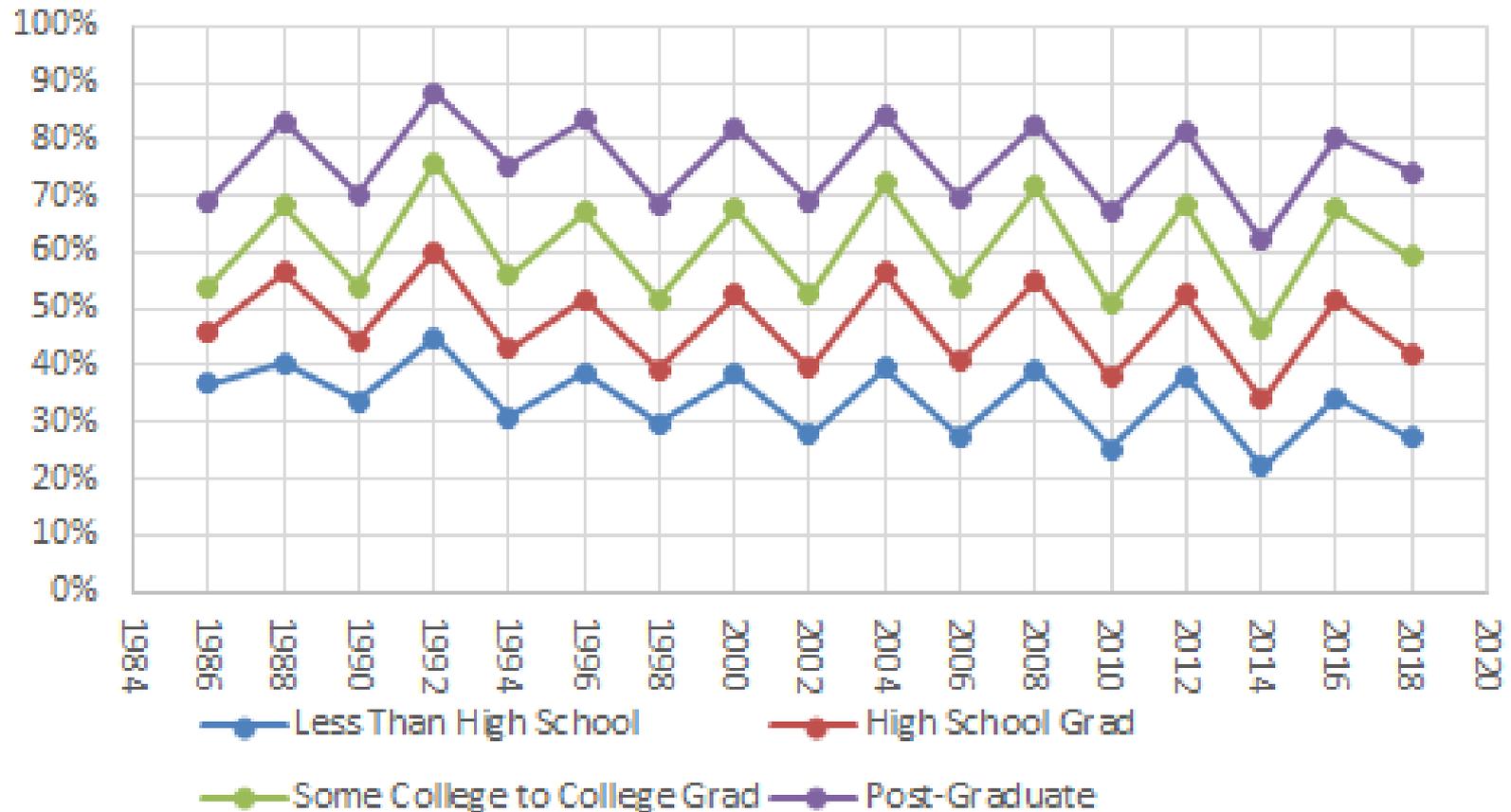
## Citizen Voting-Age Population Turnout Rates by Race and Ethnicity



## Turnout by Age

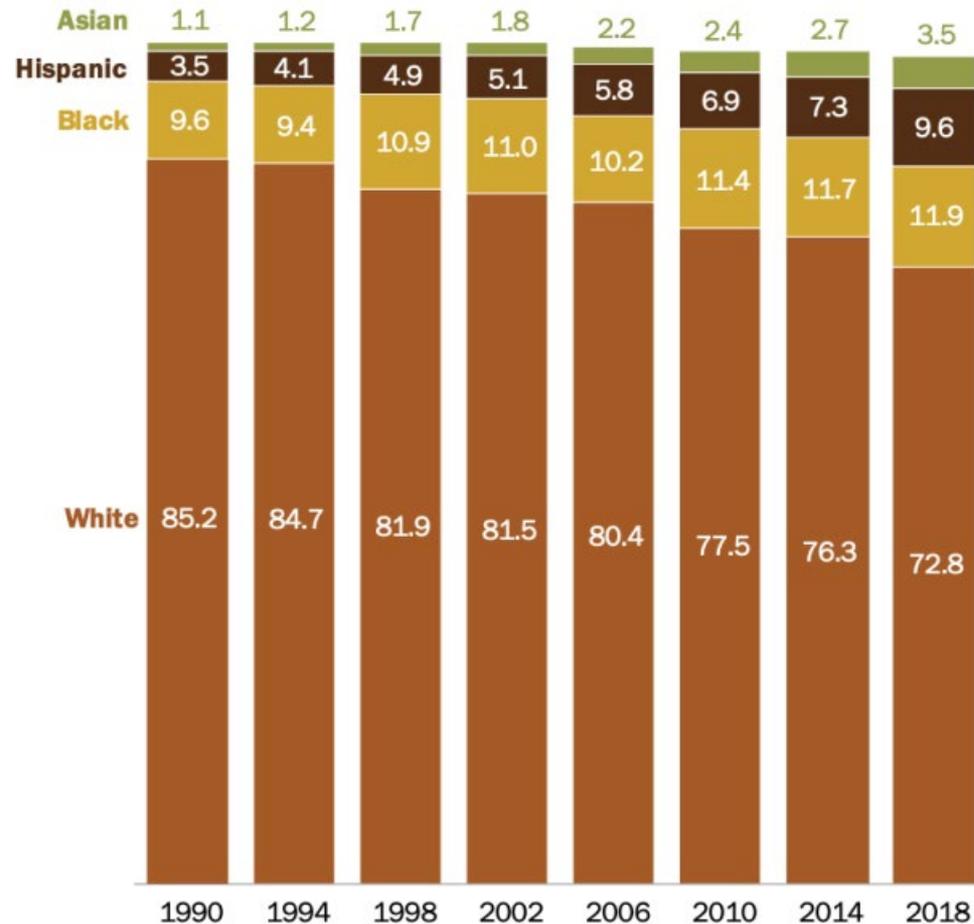


## Citizen Voting-Age Population Turnout Rates by Education



## Racial and ethnic diversity among U.S. voters has grown steadily since 1990

*% among voters in midterm elections*



Note: Based on U.S. citizens ages 18 and older who say they voted. Whites, blacks and Asians include only non-Hispanics who reported a single race. Hispanics are of any race. Other racial and ethnic groups not shown. Totals do not add to 100.

Source: Pew Research Center analysis of the Current Population Survey, November Supplements for 1990-2018.



# Insights from Survey & Interviews



- **Survey:** 294 Leagues, response rate of 37%
- **Interviews:** 6 state and 10 local Leagues

# Areas of Enquiry

- Understanding who we are  
(emphasis on post-2016 election)
- Strategies for engaging new audiences
- Best practices and challenges on  
attracting and retaining new  
members

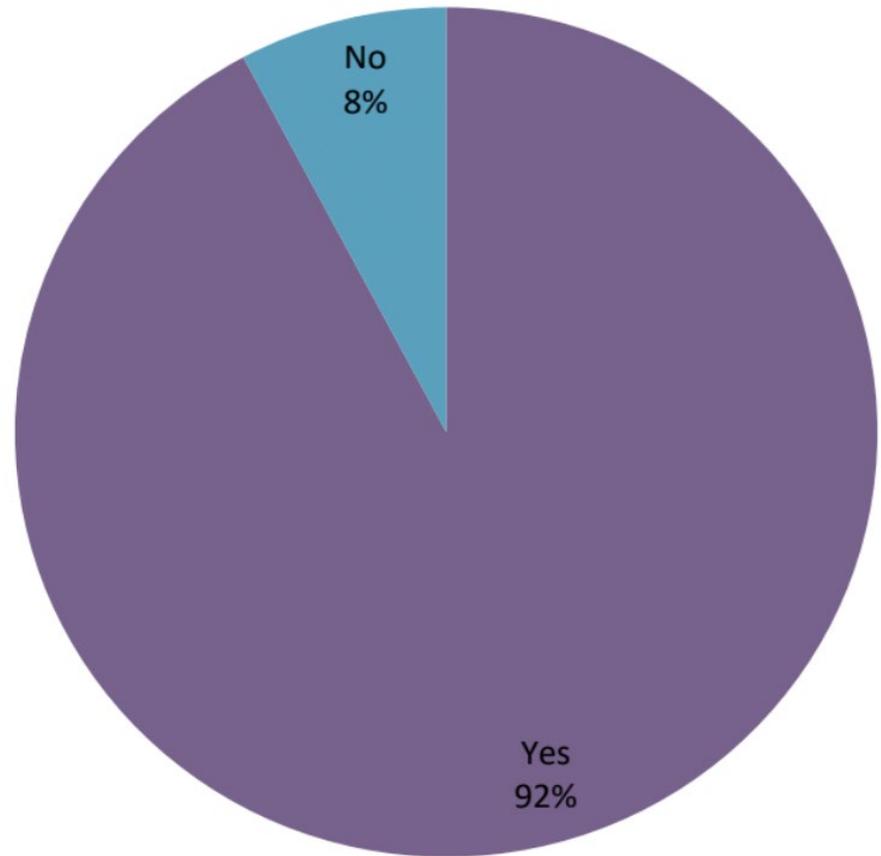


---

SURVEY & INTERVIEW FINDINGS

# Understanding Who We Are

**92%** of Leagues reported an increase in membership since 2016.

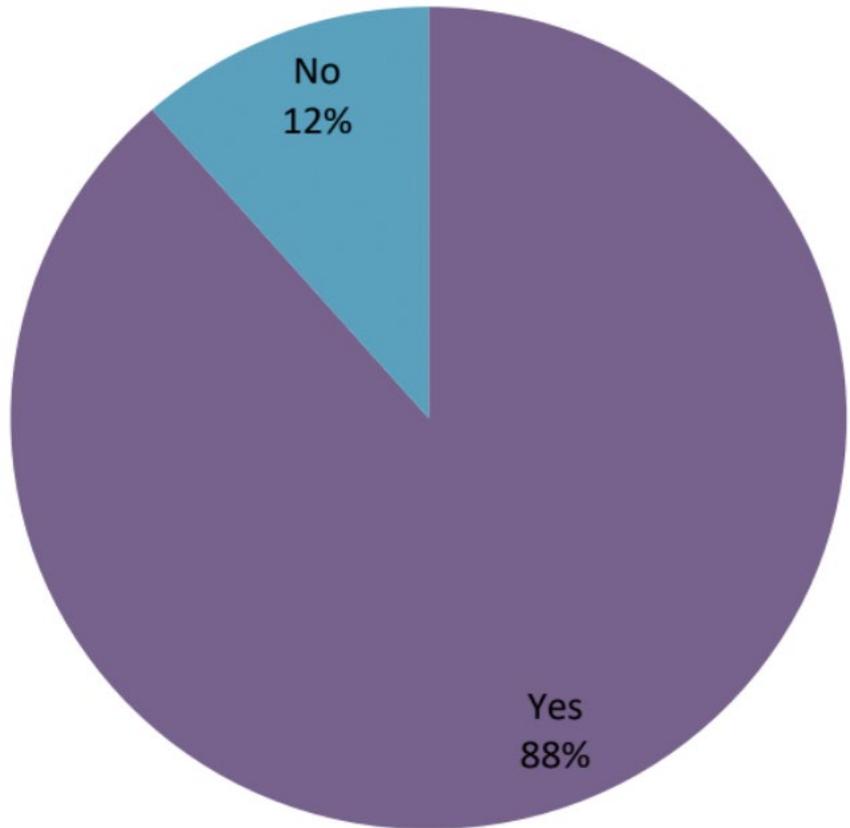


---

SURVEY & INTERVIEW FINDINGS

# Understanding Who We Are

**86%** of Leagues reported appointing new members (those who have joined since the 2016 election) to leadership positions.



# Understanding Who We Are

**Very little demographic data exists on members & online engagers.**

- *“I think there is the idea that the LWV is an elitist, white, middle-aged to elderly organization despite our efforts to change that attitude.”*
- *“The Latino community is quite large but exists disproportionately of low income, poorly educated women.”*
- *“One of the questions we are trying to think through now is: How much does it matter that we ourselves get more diverse? And if so, how do we do that?”*
- *“Our members don’t have much of anything in common with young and our ways of doing things are different.”*

**What do we want and need to see and assess about ourselves?**

**How do these comments reflect preferences, traditions and requirements?**

---

SURVEY & INTERVIEW FINDINGS

## Best Practices on DEI

### **Build organizational relationships.**

*“We have been more successful working cooperatively with organizations that women of color already belong to and have not pushed for individuals to become members.”*

*“We attend and support events and activities promoted by communities of color.”*



---

SURVEY & INTERVIEW FINDINGS

## Best Practices on DEI

### **Build personal relationships.**

*“Instead of recruiting, we are looking to...establish relationships built on trust.”*

### **Diversify leadership.**

*“It’s important to see multiple sides to an issue. We have more healthy debate because of the diversity of our Board.”*

---

SURVEY & INTERVIEW FINDINGS

## Best Practices on DEI

**Remove barriers & build on-ramps to participation.**

*“Several young women in our League prefer short-term commitments and online work.”*

**Adopt new ways of doing things.**

*“We have been registering voters in unexpected areas like bars and restaurants.”*

*“Being present in communities of color. For instance, I (white woman) am on the executive committee of the local NAACP branch. Building genuine personal networks matters. Also, we are working to partner with existing organizations rather than “parachuting in” to “help” communities that already have very strong, effective organizations. I believe that if we’re doing things right -- responding to issues that genuinely matter to communities -- membership/participation will follow, because people will want\* to be a part of what we’re doing.”*

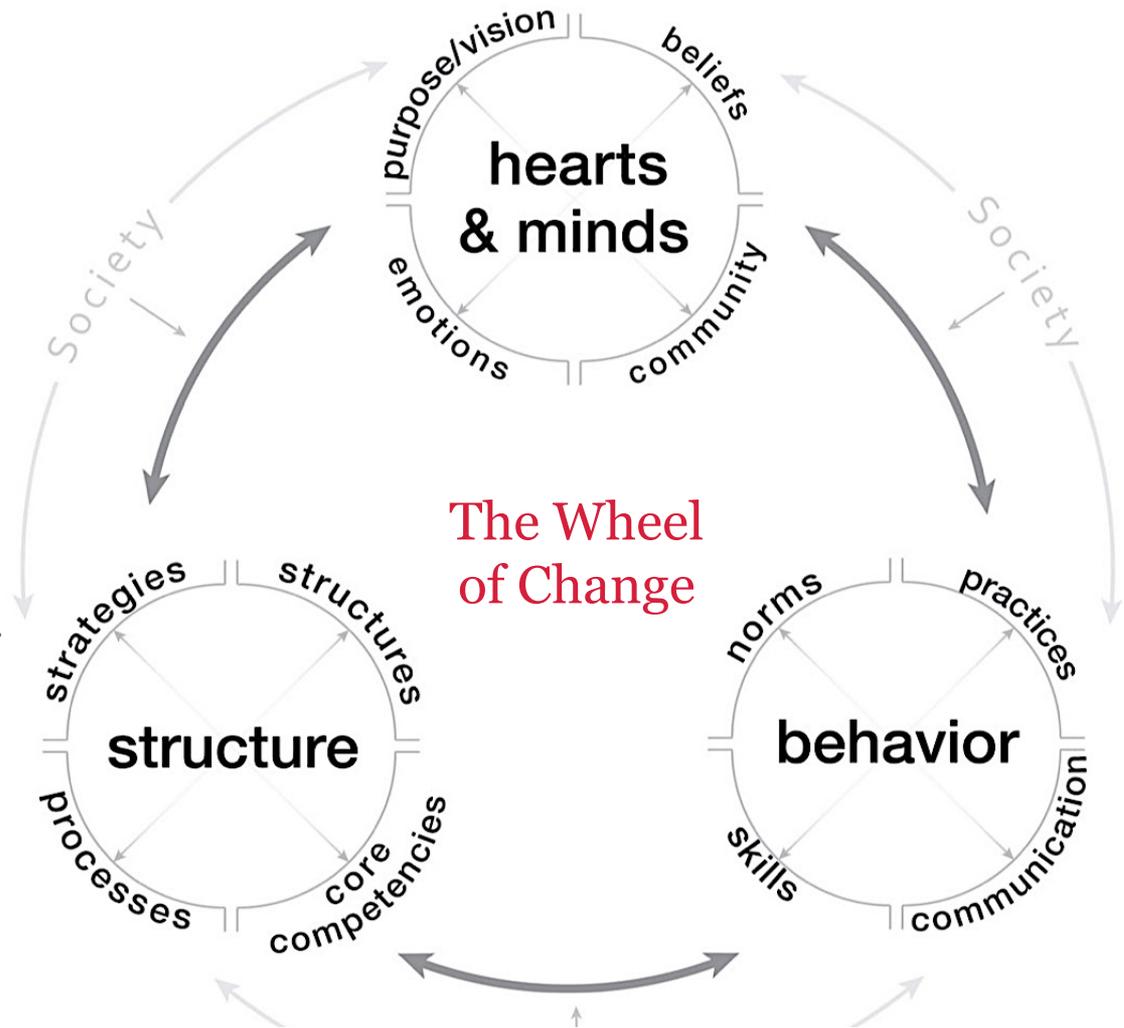
- Openness to seeing race.
- Going out and not expecting people to come in.
- Seeing others as valuable partners.
- Partnership over help.

*“We don’t know what  
we don’t know.”*

- What do you we want to know about who we are?
- What do we want to know about young women and women of color?
- How might we begin to explore these questions?

# How must we change to meet the moment?

*As individuals*  
*As state and local leagues*  
*As the organization*



---

# Small Group Work

## Hearts and Minds

- **Beliefs**
- **Emotions**
- **community, purpose/vision**

## Behaviors and Culture

- **Norms**
- **Preferences**
- **traditions,**
- **communication style**
- **values**

## Systems and Structures

- **Structures**
- **Processes**
- **core competencies**
- **strategies**

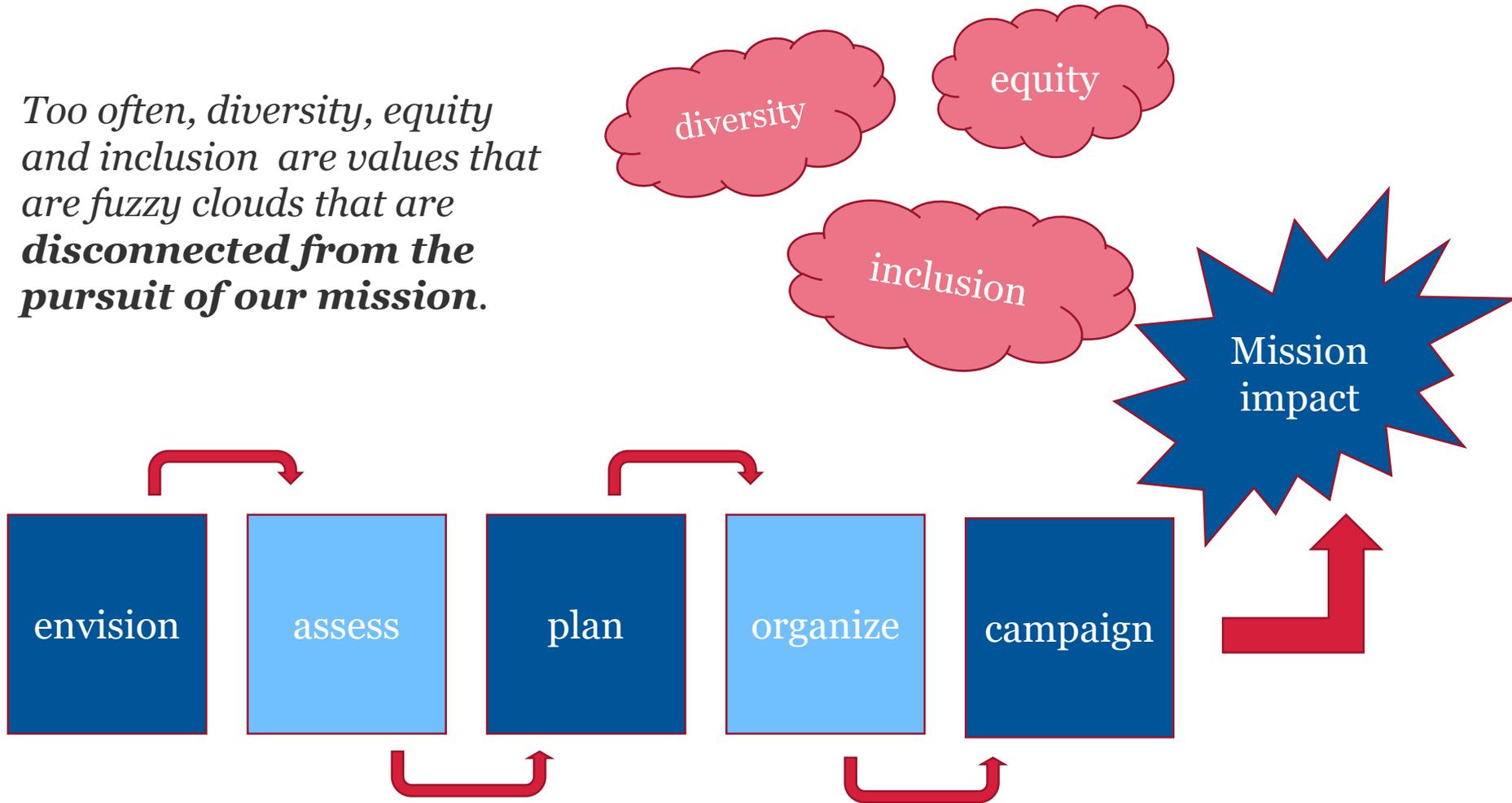
- What work in each Wheel of Change area do we need to do to embrace our commitment to DEI?
- What do we need to SEE, AESS and DO differently?

# ROADMAP TO MISSION IMPACT



# Where does DEI live in our mission impact work?

*Too often, diversity, equity and inclusion are values that are fuzzy clouds that are disconnected from the pursuit of our mission.*



# What does applying a DEI lens look like?

