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## Make Commitments

**What do you feel prepared to do now, and what support do you need?**

“I commit to \_\_\_\_\_  
to advance DEI in my League.”



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# Decide What You Most Need

*Sample actions include:*

- Notice the bias (whether for or against) that most gets in your way in interactions and identify ways to mitigate it
- Deepen your understanding of a systemic issue (e.g., white fragility) through books, articles, videos, etc.
- Examine your why: what about DEI work energizes you the most
- Engage with more diverse members of the community or deepen existing engagements
- Promote and advocate new voices and perspectives in your League's work.



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# Engage, Communicate, Support

*Sample actions include:*

- Sit with discomfort as you examine your biases, and engage from a place of vulnerability
  - Create brave spaces
  - Call In and Call Out
- Participate in conversations (in person, online) to raise consciousness about DEI issues
- Talk to fellow LWV members on their commitments to DEI work
  - Pair up with an accountability partner



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## Brave Spaces

*A brave space* encourages dialogue. Recognizing difference and holding each person accountable to do the work of sharing experiences and coming to new understandings - a feat that's often hard, and typically *uncomfortable*.

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# Make Commitments To Your League

- Participate in educational activities together
  - Book club
  - Trainings
  - Community Events
  - Webinars
- Make DEI a standing agenda item at meetings
- Check in with each other

