

LWVWI 2020 Diversity, Equity and Inclusion (DEI) Survey for Local Leagues

This survey was designed by the LWVWI Community Alliances Committee (CAC) to track the progress of local Leagues as they continue to plan, implement and review their work through the lens of diversity, equity and inclusion (DEI). A similar survey was first sent to local League leaders in late 2019. The baseline data from that survey was very useful in identifying resources and guidance needed to help local Leagues further their DEI work. This survey is a one-year follow-up, to track your League's DEI progress throughout the year 2020. Please complete the survey by Monday, February 15, 2021.

Thank you for taking the time to provide us with an assessment of how your League now stands with regard to DEI. Your responses are important and will provide us with information on how we can continue to move forward together. If you have questions or concerns related to this survey, please contact Ellen Penwell, LWVWI Membership & Events Manager, at epenwell@lwvwi.org or by phone at 608-256-0827.

* Required

1. Email address *

2. 1. Name of Your Local League *

Mark only one oval.

- LWV Appleton
- LWV Ashland/Bayfield Counties
- LWV Beloit
- LWV Dane County
- LWV Door County
- LWV Greater Chippewa Valley
- LWV Greater Green Bay
- LWV Janesville
- LWV La Crosse Area
- LWV Manitowoc County
- LWV Milwaukee County and Waukesha County Branch
- LWV Northwoods
- LWV Ozaukee County
- LWV Ripon Area
- LWV Sheboygan County
- LWV St Croix Valley
- LWV Stevens Point Area
- LWV Whitewater Area
- LWV Winnebago County
- LWV Wisconsin Rapids Area

3. 2. Name of Person Filing Out Survey *

4. 3. League Title of Person Filing Out Survey (President, Treasurer, Secretary, Board Director, League Member, etc.) *

5. 4. Has your local League adopted a DEI policy similar to the statement below?
LWVWI Diversity, Equity, and Inclusion (DEI) Policy. LWV is an organization fully committed to diversity, equity, and inclusion in principle and in practice. 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. 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. (Adopted November 2018; revised June 2019) *

Mark only one oval.

Yes

No

6. 5. If you answered "No" to Question 4, please use this space to explain where your League is in the process.

7. 6. If you answered "Yes" to Question 4, is your DEI Policy posted on your League's website?

Mark only one oval.

Yes

No

8. 7. Have you added the LWVUS DEI Policy bylaws language, approved at the 2020 LWVUS Convention, to your bylaws? (ARTICLE II. Section 2): 2. Diversity, Equity & Inclusion Policy. The [your League name] is fully committed to ensure compliance - in principle and in practice - with LWVUS' Diversity, Equity, and Inclusion Policy. Check all that apply. *

Check all that apply.

- Yes
- No
- Didn't know this was required
- Would like assistance from the state office regarding this

9. 8. Has your understanding of DEI as applied to how you view your League's work through a DEI lens improved over the past year? Please explain. *

10. 9. After reading the LWVUS definition of diversity below and understanding that diversity encompasses many variables in addition to ethnicity and race, would you characterize your local League membership as reflective of your community's diversity? LWVUS Diversity Definition. 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. Diversity refers to population groups that have been historically underrepresented in socially, politically, or economically powerful institutions and organizations. These groups include but are not restricted to populations of color, such as African Americans and Blacks, Latinx, Native Americans and Alaska Natives, Asian Americans and Pacific Islanders. They may also include lesbian, gay, bisexual, and transgender populations, people with disabilities, women, and other groups. A team can be diverse and so can an organization. A person is not diverse. Diversity is about a collective or a group and can only exist in relationship to others. A candidate is not diverse—they are a unique, individual unit. They may bring diversity to your team, but they in themselves are not diverse. They are a woman; they are a person of color; they are part of the LGBTQ community. *

Mark only one oval.

- Yes
- No
- Don't know

11. 10. If you answered "Yes" to Question 9, what makes your League membership diverse? Please explain.

12. 11. Is your League leadership/board reflective of your community's diversity? *

Mark only one oval.

Yes

No

13. 12. If you answered “No” to Question 11, in what ways is the diversity of your community not represented by your leadership? Please explain.

14. 13. Has your League distributed the 2020 Demographic Survey developed by the LWVWI Community Alliances Committee as a tool to measure the diversity of your membership? *

Mark only one oval.

Yes

No

15. 14. If you answered “No” to Question 13, do you have plans to distribute the Demographic Survey to your membership?

Mark only one oval.

Yes

No

16. 15. Please list 2-3 direct actions your local League took in 2020 to strengthen or advance your DEI efforts toward becoming a more diverse and inclusive organization. *

17. 16. What plans do you have for your League to become a more diverse and inclusive organization in 2021? Please explain. (Examples might include plans to organize DEI trainings for your membership or establish a DEI committee, etc.) *

18. 17. Does your League have a DEI Committee or a designated position tasked with ensuring that your League's work is viewed through a DEI lens? *

Mark only one oval.

Yes

No

19. 18. Did any of your local League leaders participate in any LWVUS DEI Webinars or trainings in 2020? *

Mark only one oval.

- Yes
- No
- Not sure

20. 19. If other organizations, schools or groups in your community held public programs on unconscious or implicit bias training in 2020, did any of your League's leadership or members attend? Check all that apply. *

Check all that apply.

- Yes
- No
- No public programs on bias were held in my community in 2020
- Not sure

21. 20. What tools and resources provided in 2020 from either the LWVWI Community Alliances Committee or LWVUS were useful to you? Please select all that apply.

Check all that apply.

LWVUS DEI webinars

LWVWI CAC Hmong Organizations for Partnering Spreadsheet:

<https://docs.google.com/spreadsheets/d/1XFfa36cuFU5nqqaCXW-wdvvvlJITQIQJRcWsxP1bgd-0/edit?usp=sharing>

LWVWI CAC Latinx Organizations for Partnering Spreadsheet:

<https://drive.google.com/file/d/1haallLlp16L2NGLyQzsBJdQ77Ar2FpML/view?usp=sharing>

LWVWI CAC Hmong-language Voter Service Materials: <https://my.lwv.org/wisconsin/voter-information/additional-voter-outreach-resources>

LWVWI Spanish-language Voter Service Materials: <https://my.lwv.org/wisconsin/voter-information/additional-voter-outreach-resources>

LWVWI Board-approved Waiver of PMA for Reduced Fee Memberships:

https://docs.google.com/document/d/12yxlJoXh-TWblEgr5j_YsApoYrSX-Pqg7IMW0rMnD8U/edit?usp=sharing

LWVWI CAC 2020 Demographic Survey:

<https://docs.google.com/document/d/1ZJV71wC0hS9G9tql2e5yQgg4mY1qkngZYmINWIOadrY/edit?usp=sharing>

LWVWI produced digital ad graphics to promote student membership:

<https://drive.google.com/file/d/18dlgHjpdAzdrzw1NxxBzHOExkGPb7Ln9/view>

22. 21. If there were other DEI resources you used not listed in Question 20 above, please briefly note them here.

23. 22. Does your League and its members have a process for communicating and addressing incidents of bias? *

Mark only one oval.

Yes

No

24. 23. If you answered “Yes” to Question 22, please briefly explain your process.

25. 24. Has your League identified potential barriers to League membership? *

Mark only one oval.

Yes

No

26. 25. If you answered “Yes” to Question 24, what steps has your League taken to overcome these barriers? Please explain.

27. 26. In 2020, did your League adopt a reduced fee membership option to lower economic barriers to League membership? *

Mark only one oval.

Yes

No

28. 27. If you answered "Yes" to Question 26, did your use of a reduced fee membership option result in new members?

Mark only one oval.

Yes

No

29. 28. If you answered "Yes" to Question 27, how many new members joined under your reduced fee membership option?

Mark only one oval.

0 - 5

5 - 10

10 - 15

15 - 20

20 or more

30. 29. If you answered “No” to Question 26, does your League plan to adopt a reduced fee membership option to lower economic barriers to League membership in 2021? Check all that apply.

Check all that apply.

- Yes
- No
- Would like further guidance from the Community Alliances Committee about how to do this.

31. 30. In 2020, how did your League learn about histories often skipped in school about what marginalized groups experience in this country and how your League can be an ally in advancing racial, gender and socioeconomic justice? Please check all the ways in which you were educated on these issues. *

Check all that apply.

- Read books and discussed content
- Watched films or videos and discussed content
- Attended programs with knowledgeable speakers (in-person or virtual)
- Attended workshops (in-person or virtual)
- None of the above

32. 31. If your League learned about histories of diverse peoples and communities in ways not listed above, please note them here.

33. 32. What would your local League like to learn more about regarding diversity, equity and inclusion? In what ways can LWVWI support you in this? *

34. 33. If funding were available to your League in support of internal DEI efforts, what activities would you pursue? *

35. 34. In 2020, did your local League enter into any new partnerships with organizations/groups whose membership demographics are different from yours? Please briefly describe your new partnerships.

36. 35. Has your League used resources found in the Hmong Organizations for Partnering spreadsheet to expand your partnering efforts?
<https://docs.google.com/spreadsheets/d/1XFa36cuFU5nqqaCXW-wdvvvIJITQIQJRcWsxP1bgd-0/edit?usp=sharing> *

Mark only one oval.

- Yes
- No

37. 36. Has your League used resources found in the Latinx Organizations for Partnering spreadsheet to expand your partnering efforts?
<https://drive.google.com/file/d/1haallLlp16L2NGLyQzsBJdQ77Ar2FpML/view?usp=sharing> *

Mark only one oval.

- Yes
- No

38. 37. What are your local League's levels of engagement with the organizations/groups you partner with? One time registration event, multiyear programming, a sustained, trusting and meaningful alliance, etc. Please explain. *

39. 38. Have you ever been invited into the space of a diverse group in your community to listen to them share their perspectives on issues? If so, have you followed their leadership in addressing their issues? Please explain. *

40. 39. In 2020, approximately what percentage of your League’s advocacy work was done in partnership with other organizations to improve access to voting? *

Mark only one oval.

- 0 - 25%
- 25% - 50%
- 50% - 75%
- Over 75%

41. 40. Please briefly summarize your advocacy work on improving access to voting. You do not need to itemize your partnerships. *

42. Do you have any comments you'd like to share?

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