
May 24, 2023

Applying the Diversity, Equity, and Inclusion (DEI) Lens to Our Work

Agenda



Housekeeping



Part I: League DEI Policy



Part II: Applying the DEI Lens



Q&A

Housekeeping



All trainings will be recorded to keep accurate notes to share with attendees and others after the call.



If you are not speaking, please mute yourself to minimize sound issues.



Make sure you identify yourself (name, League, State & pronouns) when asking questions



Staff will be monitoring the chat box. If you have any questions or thoughts throughout the call, please feel free to drop them in the chat box.

Community Norms



Bring your full self and limit distractions



Use the chat box to add thoughts, experiences, and/or questions



What is learned here, leaves here



No one knows everything, together we know a lot



Don't yuck my yum



Oops, ouch, and educate

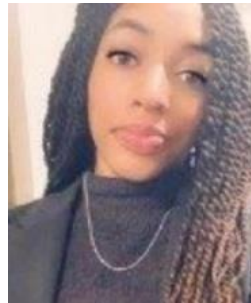


Assume best intentions

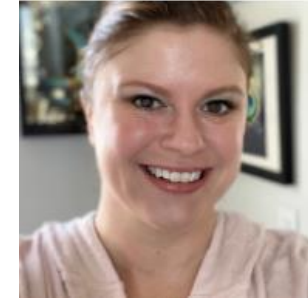
Presenters



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Part I: League DEI Policy



What's Covered



What is DEI?



League DEI Policy



LWVUS Bylaws



Poll

What is DEI?

Diversity

- Population groups that have been historically underserved in socially, politically, or economically powerful institutions and organizations

Equity

- Systems, processes, and approaches based in fairness to ensure everyone is given equal opportunity and treated with dignity and respect
- Resources may be divided and shared differently to ensure everyone has a fair chance to succeed

Inclusion

- The degree to which a diverse set of individuals is able to participate fully in collaboration, strategizing, and decision-making within an organization or group

“

*LWV is an organization fully committed to diversity, equity, and inclusion in principle and in practice. 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.***”

League of Women Voters DEI Policy

Est. 2018



“

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.”

League of Women Voters DEI Policy



“

ARTICLE II

Sec. 2. Policies. The policies of LWVUS are

2. Diversity, Equity & Inclusion Policy. The League is fully committed to ensure compliance - in principle and in practice - with LWVUS' Diversity, Equity, and Inclusion Policy.”

LWVUS Bylaws

Est. 2020



POLL

DEI in Our Work

Making Democracy Work ®

- The League commits to equity for all voters and the recognition that democracy is strengthened by the inclusion of all the diverse voices within the community

Emerging Issues

- The League works on social justice issues that impact people's ability to participate equitably in our democracy



Part II: Applying the DEI Lens



What's Covered



DEI Policy Impact



DEI Lens Formation and Application to IOI



DEI Lens Review



Practicing Applying the Lens

DEI Policy Impact

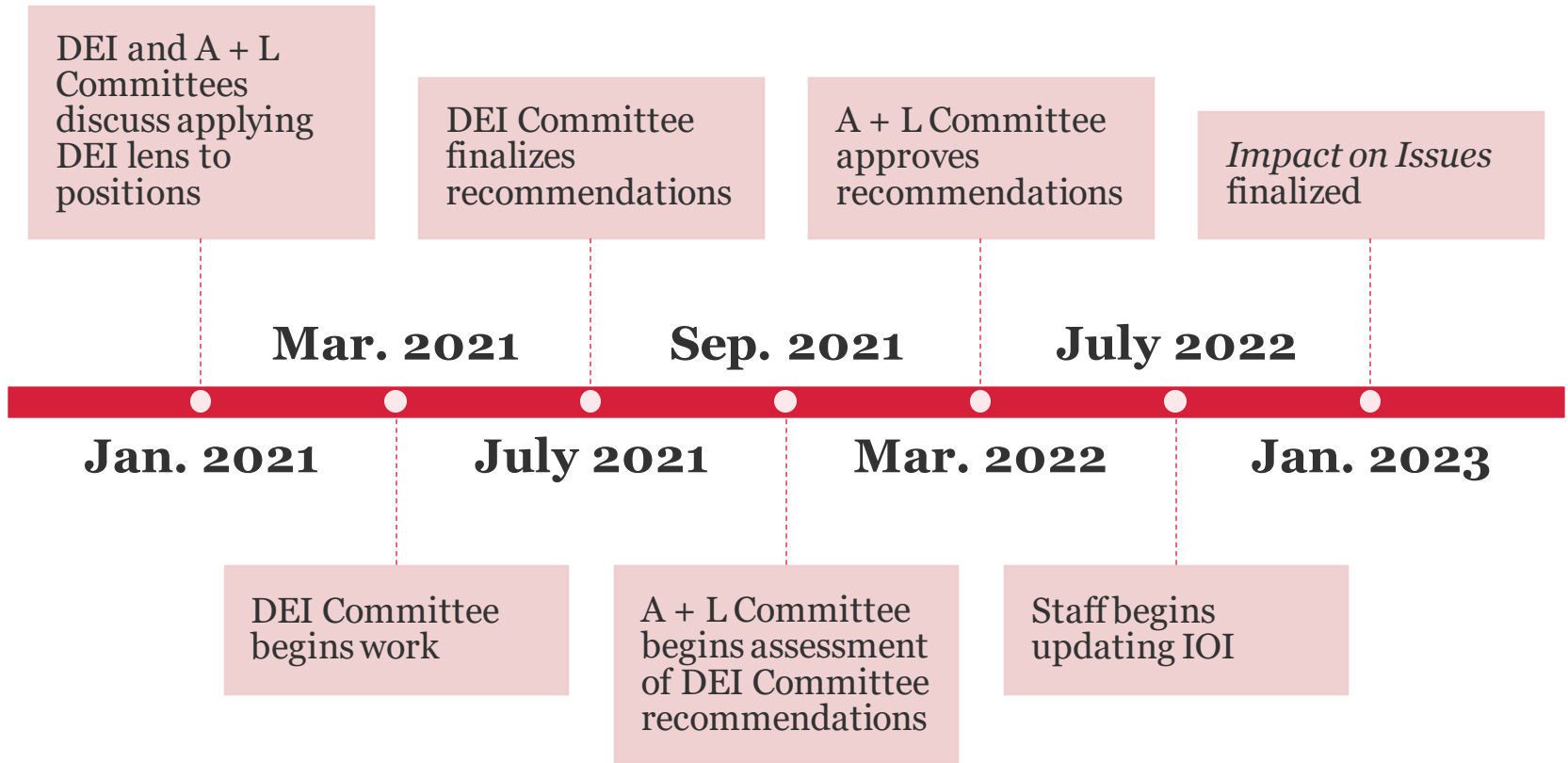
Internal DEI
issues

Need for
external DEI
advocacy

DEI Lens Formation



DEI Lens Application to IOI: DEI Committee Positions Review



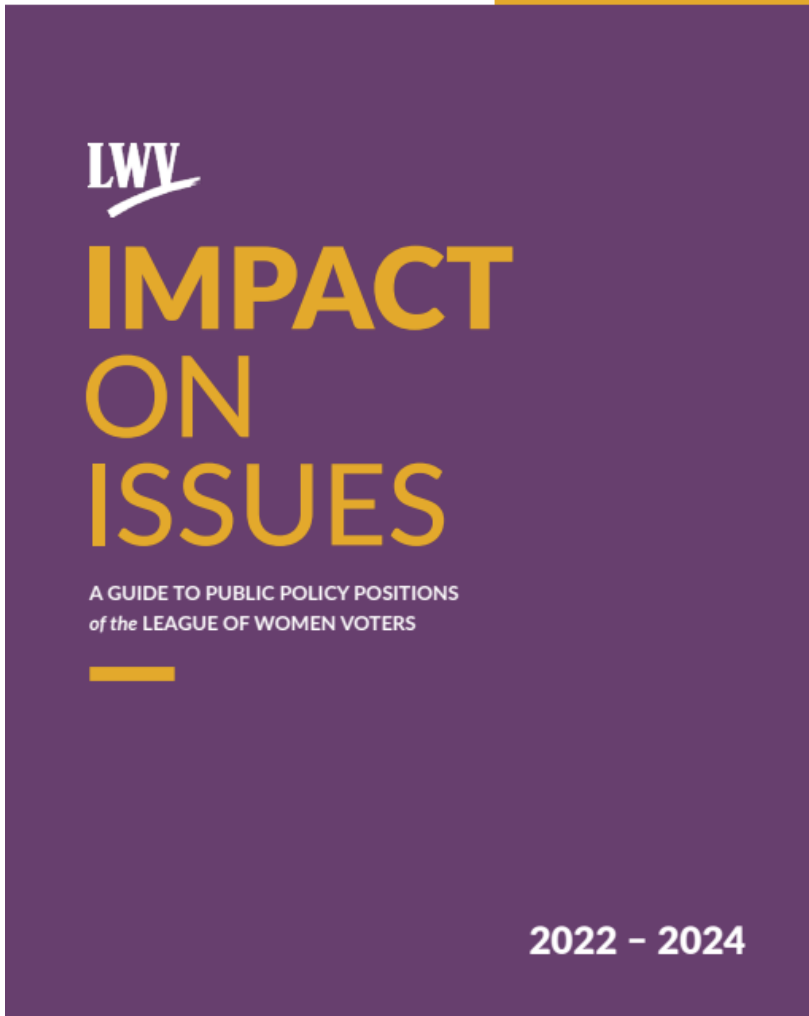
DEI Lens Application: Results



Nine Positions Reviewed with DEI Lens	
Position Reviewed	Result
Gun Policy	Editorial changes
Immigration	Editorial changes
Equality of Opportunity/ Equal Rights	Substantive changes needed; Not changed
Climate Change	Met DEI review
Death Penalty	Met DEI review
Selection of the President	Met DEI review
Health Care	Not changed; Augmented by updated Health Care position
Sentencing Policy	Not changed; Augmented by new Criminal Justice position
Violence Prevention	Not changed; Augmented by new Criminal Justice position

Where Can I Find It?

- [*Impact on Issues*](#) (pp. 3-4)
- Section "Taking Action"
 - Subsection "Applying a Diversity, Equity, and Inclusion (DEI) Lens to our Work"



Applying a DEI Lens

A way of examining a program, process, product, or otherwise with an eye toward how it will be perceived by a variety of communities, voices, and perspectives, and what barriers may exist that prevent it from being equitable or inclusive to everyone.



POLL

Questions to Consider: Involvement

1. Who is involved in the process?

Leagues should consider whether this work impacts a group or community, if the voice of the impacted community is represented, and how diverse the group of decision-makers who represent a variety of relevant viewpoints is.

Questions to Consider: Impact

2. Who will be impacted?

Leagues should consider who benefits or could be harmed, whether it helps meet the needs of underserved voters, how we considered various, specific marginalized groups, and how they'll be impacted.

Questions to Consider: Outcomes

3. What are the likely intended and unintended outcomes?

Leagues should consider the issue we are trying to address, what we hope will happen, the potential negative impacts, who could be hurt by this, the supporting data or evidence, and how it might be perceived by others.

Questions to Consider: Alignment

4. Does this align with our vision for an equitable and inclusive organization?

Leagues should consider how equity is addressed, what barriers it might place in the way of achieving equity, and how it impacts the organization's culture.

Questions to Consider: Improving Equity

5. What changes could we make to improve equity?

Leagues should consider the short- and long-term goals, policies or bylaws that need to be added or amended, the benefits to members, and the benefits for partners and/or members of the community.

Practice Applying the DEI Lens: Public Policy on Reproductive Choices Position



As announced by the national board, January 1983:

The League of Women Voters of the United States believes that public policy in a pluralistic society must affirm the constitutional right of privacy of the individual to make reproductive choices."

LWVUS Impact on Issues



1. Who is Involved in the Process?

Impacted

- The right to make reproductive choices disproportionately affects women and people who can become pregnant
- Legislative and policy restrictions disproportionately harm underserved communities

Representation in decision-making

- LWVUS works with representative, expert partner organizations

2. Who will be Impacted?

Benefitted and harmed

- Actions could benefit underserved populations
- Performative actions such as messaging bills could undermine political and social will for substantive progress

Impact on voters

- Restrictions on people's ability to make reproductive choices restricts their ability to participate fully in our society

3. What are the Likely Intended and Unintended Outcomes?

Intended outcome

- Actions could support federal legislative solutions to a problem created by judicial and state-level legislative action

Unintended outcome

- State-level legislation and litigation could follow to undermine efforts

Public perception

- Public-facing efforts should resonate with readers with a diversity of lived experiences

4. Does this Align with Our Vision for an Equitable and Inclusive Organization?

Impact on organizational culture

- Staff and members involved in legislative and policy analyses and the creation of public-facing content should represent a diversity of lived experiences and perspectives

5. What Changes Could We Make to Improve Equity?

Goals to add

- Supporting reproductive rights partners' work by demonstrating the impact of their efforts on democracy and voting

Partner benefits

- Join and expand partner efforts as a trusted, nonpartisan voice
- Leverage our grassroots network to center diverse, constituent voices

LMS Resources

DEI Policy
Explained

DEI Policy FAQs

DEI Lens Questions

DEI Self-
assessment

DEI Event
Checklist



Questions?

Email us at Advocacy@lww.org