

March 5, 2024

Transformation: Are You Ready to Move the League Forward?



LWVUS DEI Committee

Logistical Notes

- **Everyone's line is muted.** Please keep your microphone muted when not speaking to prevent background noise.
- If you find the chat distracting, you are welcome to minimize it. **We will repeat all questions or comments** that speakers address.
- **This session is being recorded, and the link will be shared.** Chat messages to all attendees are shown on the recording.
- We are using **Zoom's transcription service.** This is automated, and we can't guarantee 100% accuracy.
- *All questions will be answered at the conclusion of the webinar. LWVUS staff will monitor the chat and present all questions at the end.*

Community Norms

1. **Be respectful:** Assume positive intent but understand impact.
2. If you are offended or uncomfortable, **please let us know.** You can privately contact staff if you don't want to share with the full group.
3. **Bring your full self** and limit distractions.
4. Use the chat to **ask questions.**

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LWVUS DEI Committee

DEI Committee: Introductions



TRACY ADKISON



VEDNA HEYWOOD



**ALEXIS JUDAY-
MARSHALL**



TONI MONETTE



REGINA TILLMAN



Webinar Goals

- Provide a brief review of LWV DEI history
- Discuss the rationale and process for changing the policy.
- Share the updated DEI policy.

Defining DEI at the League

- **Diversity** refers to population groups that have been historically underserved in socially, politically, or economically powerful institutions and organizations.
- **Equity** refers to systems, processes, and approaches based in fairness that ensure everyone is given equal opportunity and treated with dignity and respect.
- **Inclusion** refers to the degree to which a diverse set of individuals are able to participate fully in collaboration, strategizing, and decision-making within an organization or group.



Transformation Journey

OF THE LEAGUE OF WOMEN VOTERS



Our DEI Journey: Where We've Been

1920s

- Voting rights for women centered white women

1950s – 1960s

- LWV was not as active in the Civil Rights Movement as it should have been
- LWV debated how racially integrated the League should be and avoided addressing the issue of race in its organizational structure
- **1966** – League reaches first position to combat discrimination



Our DEI Journey: Where We've Been

2020

- LWVUS adds commitment to DEI policy to bylaws
- Diversifying LWVUS board and staff
- Conducted DEI training and webinars for state and local leagues
- Shur Fellows

2021

- Developed inclusive job descriptions
- Conducted a market analysis to ensure equitable pay and leveling of staff salaries



Demographics

LWV (2023 Annual League Survey)

- 84% are 60 or older
- 89% identify as White
- Younger members are less positive about the member experience than older members.

US Population (Census)

- 36% are between 18-44 years old
- 60% White



2023 Annual League Survey Results

- **84%** of Leagues have adopted a DEI policy.
 - ***All Leagues must adopt a DEI policy.***
- **71%** have adopted *the LWVUS DEI Policy.*
- **60%** of Leagues say that they don't access/utilize DEI guidance or training.



2023 Annual League Survey Results

- What support would you need to provide a DEI lens? Most responded **“More help with tools to reach diverse communities.”**
- How do Leagues apply a DEI lens: The most popular effort is by meaningfully **engaging stakeholders.**
- Leagues focus much of their **DEI lens on voter engagement.**

American Democracy is Under Attack

How it's showing up:

- Gerrymandering
- Misinformation and disinformation
- Voter suppression
- Lack of civic education among young people and adults
- Many many more ways



Evolution of LWV's DEI Policies

Former DEI Policy

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.”

Revised DEI Policy

*“Discrimination or harassment of any kind will not be accepted within the League, **including but not limited to race, socio-economic status, age, ability status, religion, sexual orientation, national origin, gender identity, or marital status.** The League is committed to fostering, cultivating, and preserving a culture of diversity, equity, inclusion, access, and belonging for all people. The League is an organization that respects and values the richness of our community and our members. The collective sum of our individual differences and life experiences represents not only our culture, but our reputation and the organization's mission and achievements as well.”*

Transformation Journey to Abolishing the Electoral College



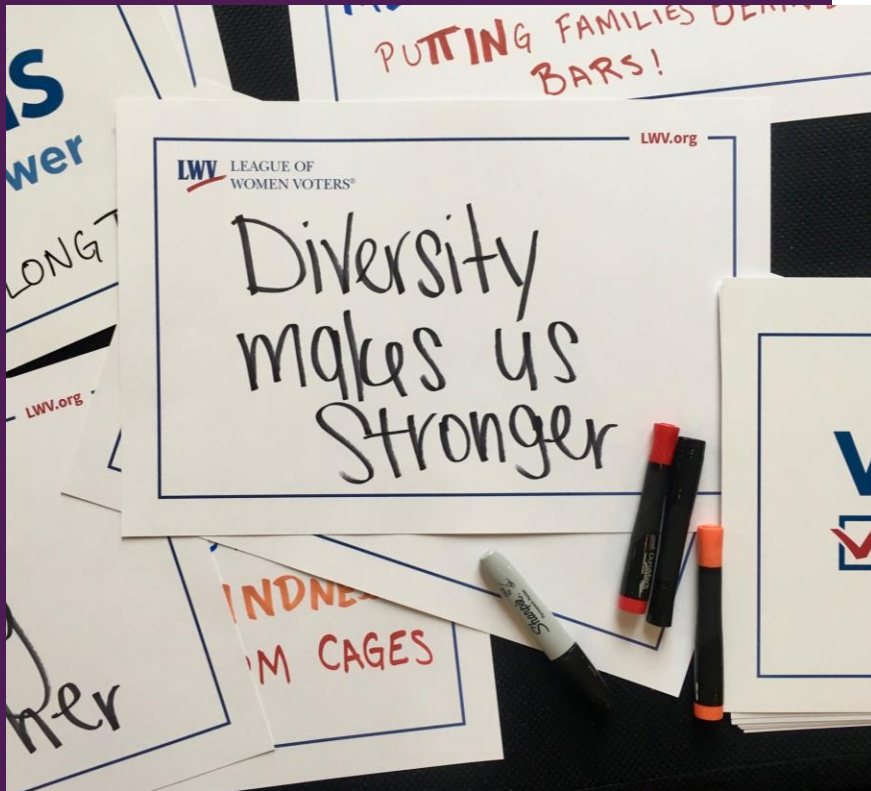
Moonshot

ABOLISHING THE ELECTORAL COLLEGE

Why Abolish the Electoral College?

- Racist Origins in 1787
- Ushered in the Jim Crow Area
- Continues to suppress the voice of Black Americans
- Path to a "more perfect democracy"





Building a Stronger League

DEI Goals

- Create and maintain an inclusive environment
- Implement learning opportunities
- Develop cultural leadership pipelines
- Realign and enhance current resources

Transformation Journey to Abolishing the Electoral College



Resources & Next Steps

All Leagues must adopt and enforce a DEI policy

- LWVUS League DEI Policy
- Diversity, Equity and Inclusion Guide
- LWVUS DEI Lens
- Member Rights and Responsibilities Policy
- Nonpartisan Policy

Questions?

Email transformation@lww.org