

# Diversity, Equity, Inclusion: Our Journey to Greater Mission Impact

## 2019 LWVC Convention Handout

### Follow-up!

- Join us on Saturday, June 1st at noon for a Brown Bag Lunch in the San Rafael Room
- Join our Listserv: email us at [equity@lwvc.org](mailto:equity@lwvc.org).
- Apply to Join our Task Force: Application can be found at [tinyurl.com/LWVCEquityTaskForce](http://tinyurl.com/LWVCEquityTaskForce)
- Learn more: Go to our Resources Page at [tinyurl.com/EquityTaskForceResources](http://tinyurl.com/EquityTaskForceResources)

### Implementing DEI into Our Work

Understand yourself and your League:

- Where are your blind spots?
- How to think “outside of the box?”
- What are your League’s strengths/challenges?


Know your community:

- Understand demographics
- Understand community/regional issues
- What really matters and with whom else can you partner?

Build relationships/navigate differences

- There’s always going to be differences, be comfortable with difference
- Don’t be afraid to ask questions respectfully
- Mediation skills help

Incorporate DEI into all your work

- This is more of a journey than destination
- Set SMARTIE goals! 
- Follow-up on goals, adjust, and measure progress

Make a formal commitment and share it

- We recommend actually writing it down
- Share it with your membership, in your Voter, etc.

#### SMARTIE Goals

Specific  
Measurable  
Attainable  
Relevant  
Timely  
Inclusive  
Equitable