

# LWVC Diversity, Equity, Inclusion Guide

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# The LWVC Equity Team



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# Zoom Poll

# Agenda

- Self-Assessment
- Internal work
- External Work
- People First Language
- Resources
- Break-out Rooms
- Report Back
- Conclusion

# Self-Assessment

- Self-Assessment of both individuals as well as the organization is important towards formulating and meeting DEI goals and creating a more inclusive organization.
- An self-appraisal can be both eye-opening as well as an opportunity to expand and grow. The DEI LWVC guide includes some resources to help with self-reflection as well historical roots.
- Consider formulating a strategic plan for your League. The process can help identify and solidify goals as well as paths to those goals.

# Internal Work

- Processes and Procedures:
  - Guiding Questions
  - Demographics
  - Recruitment/Retention



# External Work

- How does the League “look” and “partner” with other communities, with those who are not knowledgeable about League?
- How are we seen?
  - On our website
  - In recruiting and other League materials
  - Are we accessible?
  - Consider ‘She is Me’ on LWV
- Creating partnerships and collaborators
  - Non-partisan and trusted
  - Share common goals
  - Co-benefits
  - Examples and Ideas

# People First Language - LWVC Guide

- DEI LENS A way of examining a program, process, product, etc. with regards to how it is perceived by a variety of communities, voices, and perspectives, and what, if any, barriers may exist that are preventing it from being equitable or inclusive of everyone. *How language is used is a powerful tool for inclusion or exclusion.*
- People first language **emphasizes personhood** and views other social identities that one may hold as secondary.
- The League recognizes that our language is still evolving as we become more inclusive, and that many of these terms and their usage may change.

# People First Language

## Example:

1. Defining a group by its condition - such as housing status, disability, and past or present involvement in the criminal justice system - places an undue focus on the condition
2. **By emphasizing that people with disabilities, people who are experiencing homelessness, people who are formerly incarcerated, and so forth are people first and foremost, we can minimize generalizations and stereotypes about these communities.**
  - a. ✗ “(Ex-)Offender / (Ex-)Convict / (Ex- or former) Felon / (Ex-)Inmate / Parolee / Perpetrator / Criminal.”  
Avoid terms that define a person based on their history within the criminal justice system.
  - b. ✓ Instead: Describe people as people first and foremost, using terms such as: “people who are incarcerated / people who are in prison / people who are formerly incarcerated/ people who are on parole / people impacted by the criminal justice system / people with felony convictions / people coming home...”

# Resources

- Many resources available on Diversity, Equity and Inclusion - can be overwhelming.
- Resources are only as good as how/if you choose to use them.
- A curated list is available in our guide but this is evolving based on feedback and as we find new resources.
- We recommend starting from the LWFVUS Site
  - [Diversity, Equity, & Inclusion | League of Women Voters \(lwv.org\)](https://www.lwv.org/diversity-equity-inclusion)
- We've included a few “turn-key” toolkits. It is better to tailor DEI goals to your specific organization

# Break out Rooms!

1. Select a moderator who will ensure everyone gets a chance to speak
2. Select a notetaker who can report back to the group
3. Discuss these two questions:
  - a. Share how your League is using a DEI lens
  - b. Discuss any challenges you are facing in doing this work and what would be helpful to overcome them
  - c. (It's ok to just listen!)

Report Back

Q&A

# Next Steps

- Build a DEI Community:
  - BaseCamp
  - Regular Communication
  - DEI Events
  - Shared resources
- Supporting Local League work:
  - Outreach to local Leagues
  - Local League Coach (LLC) training
- We're recruiting!