



# Working Toward Equity and Inclusion

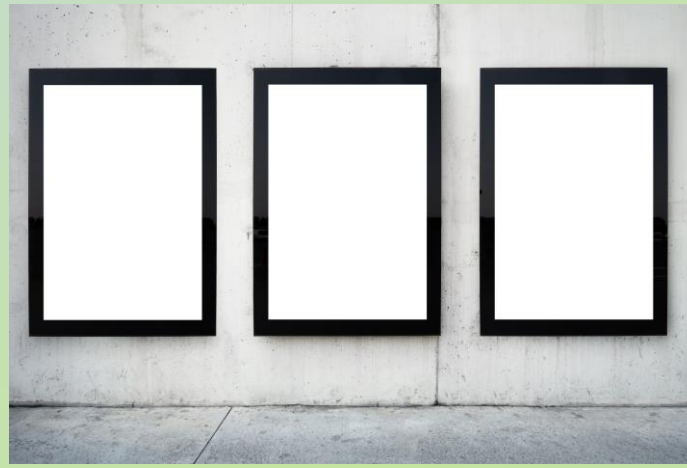
## Some Learning Experiences



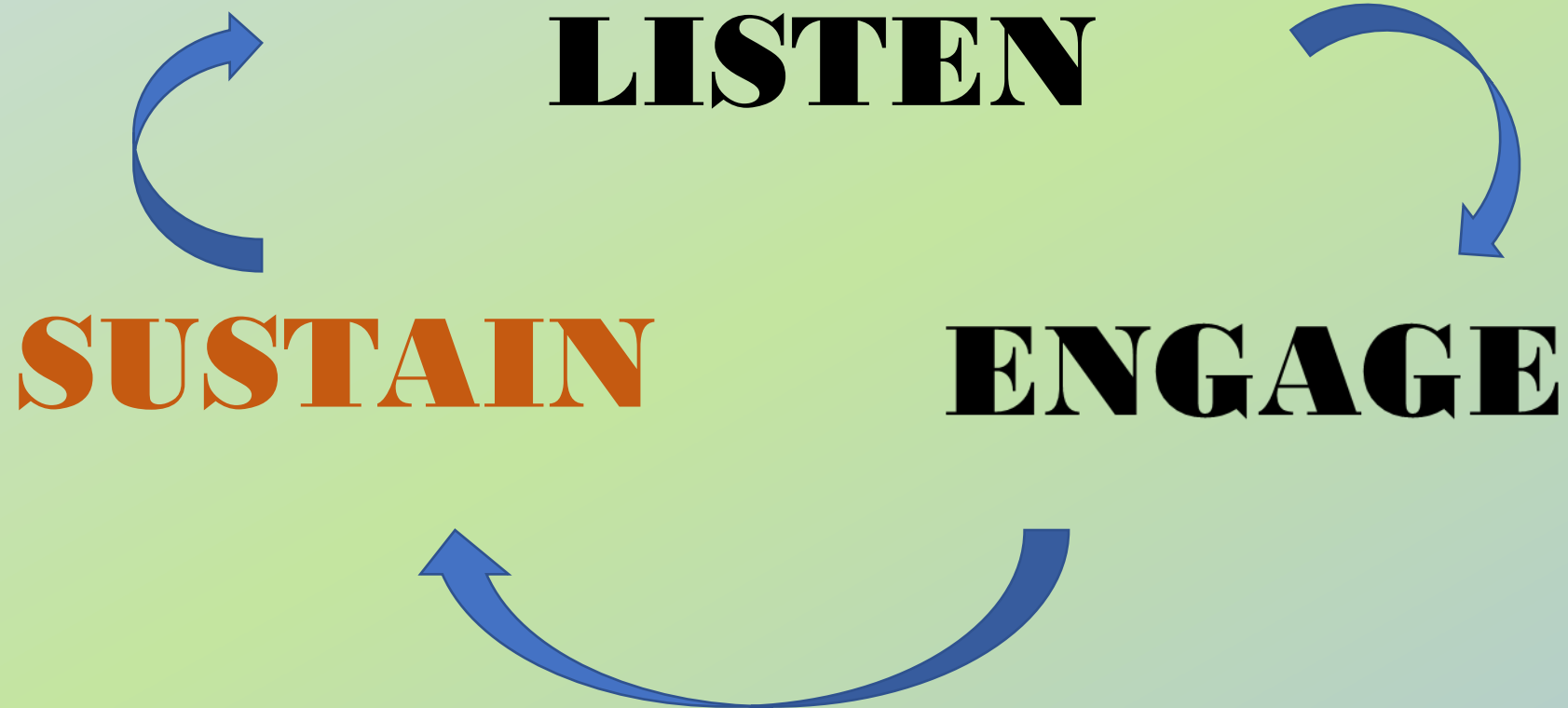
What I thought  
would happen –



What actually happened –



# LWVSC Diversity Outreach Committee



# Diversity, Equity, and Inclusion Policy

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.

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.



It always starts by  
**LISTENING...**



# **LISTEN** to your community

People in  
diverse  
communities

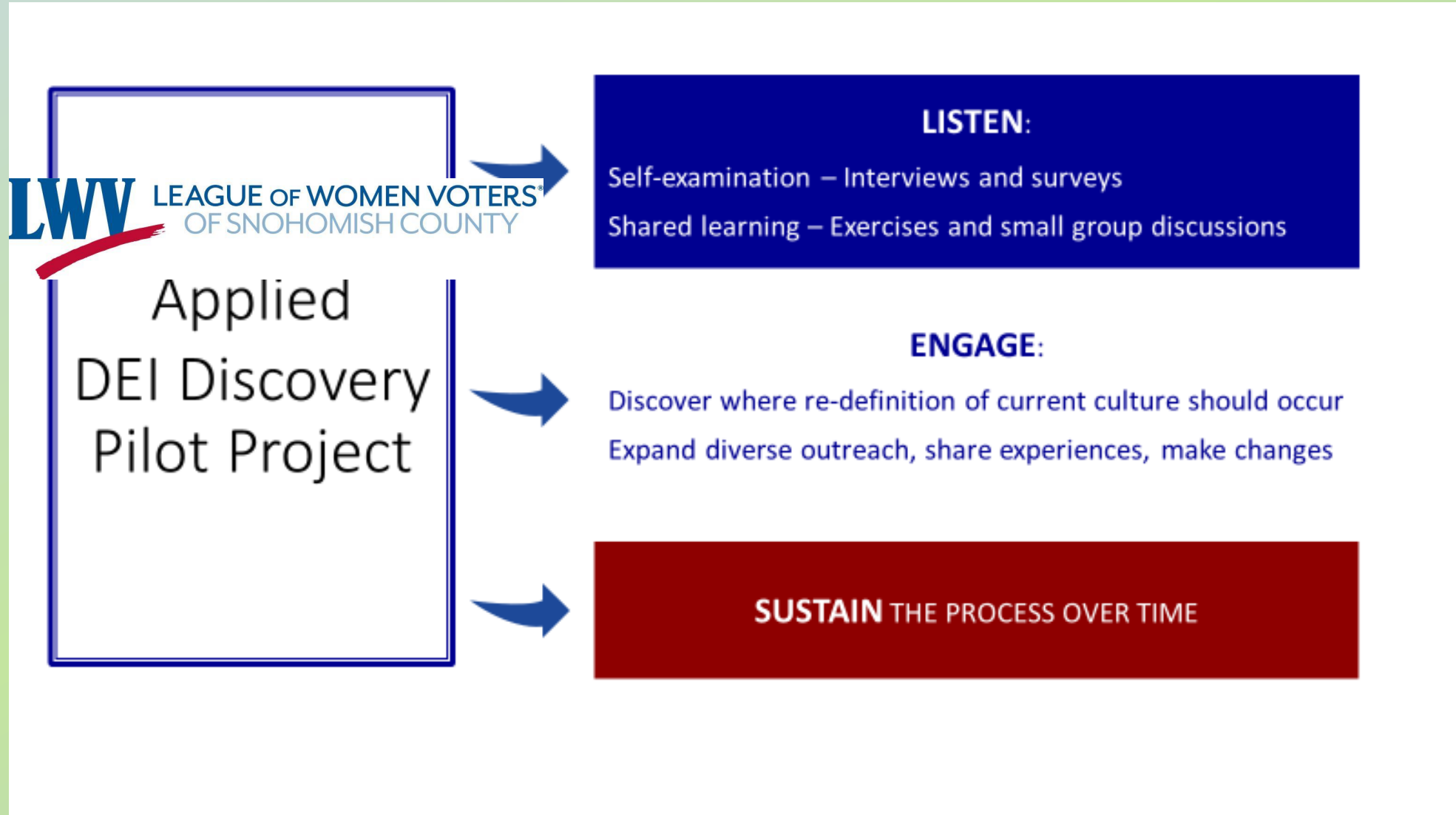
Community  
organizations

Partners

City DEI  
committees

Community  
leaders

# Combining our approach with Meryl Tsukiji's plan





# **LISTEN**ing to ourselves

Conducted 48 one-on-one interviews

Internally distributing a write-up detailing complete history of LWVSC  
(with pictures of mimeographed board meeting notes from the 1960s!)

Planning to develop and administer a full member survey

# “**ENGAGE**-ing” with ourselves

Engage with  
ourselves



Small group discussions

Learning module exercises  
with feedback and discussion

Yields



Shared themes

---

Develop a “DEI lens” and re-define current  
culture, organizational values

# What is a DEI Lens?

A DEI Lens is a way of examining a program or process with regard to how it is perceived by a variety of communities, voices, and perspectives. It closely examines what barriers may exist in the program or process that may prevent it from being equitable or inclusive.



# “**SUSTAIN**-ing” these activities

Listen again



Outreach to community

Debrief, discuss, learn

Survey community contacts

Yields



Mutual trust, cycle of  
continuous improvement

---

Opportunities for allyship

# Why This Approach?



Guided and encouraged by the full support of LWVSC leadership



Fully member-driven, collaborative, participatory



Acknowledges and values all prior life experiences



Cultural humility to build culture change from the inside out

# Challenges



# Thank You

[jeannemcrevier@gmail.com](mailto:jeannemcrevier@gmail.com)

Meryl Tsukiji website: [cconcerns.com](http://cconcerns.com)

[meryl@cconcerns.com](mailto:meryl@cconcerns.com)