

Welcome & Intros...

Regina Tillman, MS

LWVNYS 3rd VP for DEI

Mother * Wife * Sister* Daughter

* Auntie * (still not yet an

Oma/Gran'Ma) * Graduate

Degree in Human Nutrition *

Career in Federal Sector w/

Veterans Affairs Medical Centers

* League x 5 years * Fav Color is

Red * Hometown is ... Buffalo



ICE BREAKER!

Please seek out one person in the room that you do not know, make your introductions and then ask:

- 1) On a scale of 1 to 10, tell me how well you sing?
(Bonus points if you show me!)
- 2) Are you an Introvert or and an Extrovert?



LWVNYS DEI: Diversity, Equity & Inclusion



Past - Present - Future



Past * Present * Future

Time is not as separate as that
sounds like!

Rather, a continuum ... with the
past weaving into much of what we
do and who we are today... with the
future predicated on present day
actions.

Intimacy with the History (what is past)
is unfortunately lacking... and being
weakened everyday.

We avoid seeing the good, the bad and
the ugly of the past.

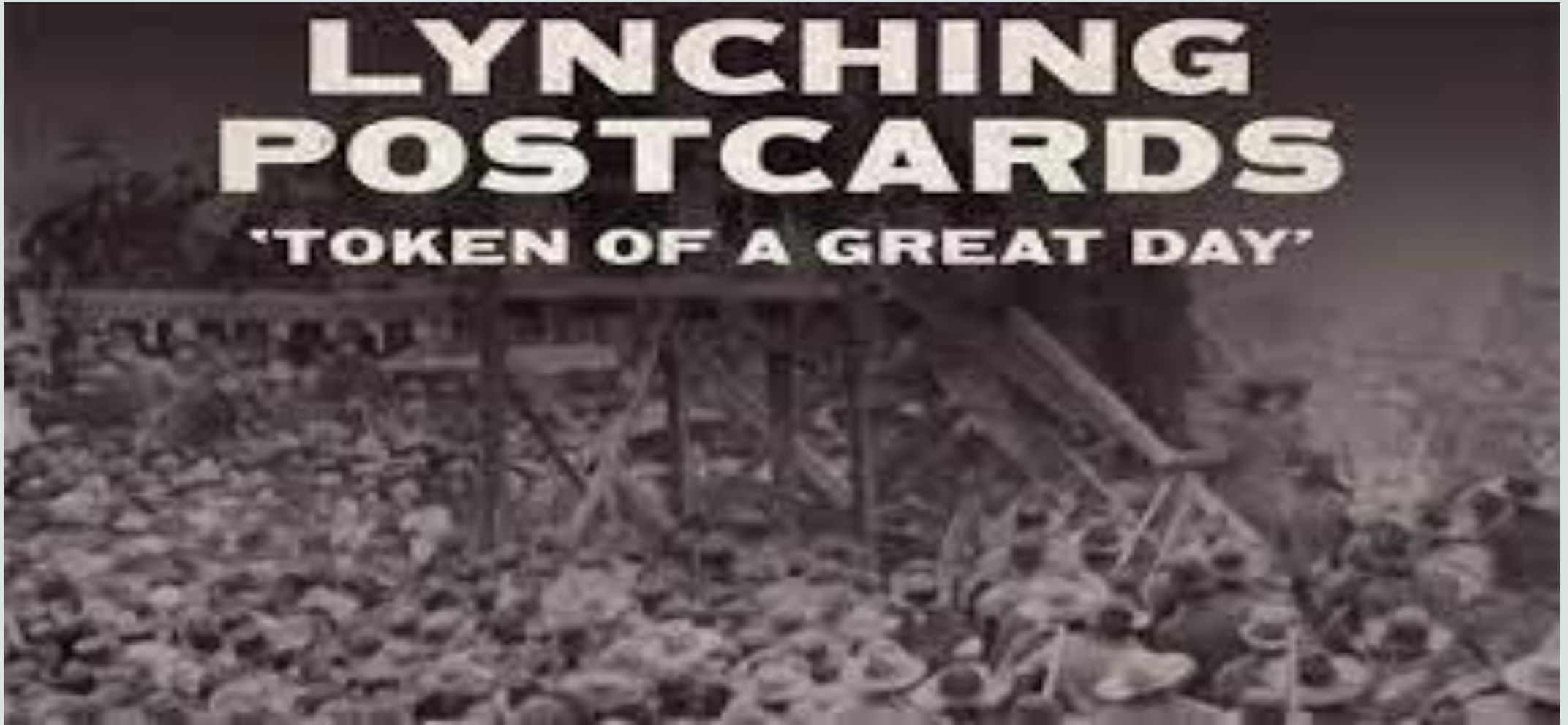
“Those who cannot remember the past are
condemned to repeat it.” George
Santayana (???)



USA Timeline with the Civil Rights Era supposedly having begun in 1954 (see short green strip).

LYNCHING POSTCARDS

'TOKEN OF A GREAT DAY'



By the Civilized People... in the Land of
the Free and Home of the Brave.

Historically, those we deem worthy of leadership positions...





Women's Suffrage vs. Universal Suffrage



1913... and Ms. Ida B. Wells refused to be relegated to marching in the back.

LWVUS Transformational Roadmap

Presented at the 2018 National
LWV Convention, Chicago.

Directions for surviving and
thriving for another 100 years.

One of the 5 directions provided...

To become a more diverse
membership and a more equitable
organization.

Adopting DEI practices and
policies.



Share your Definition...

Using only a word, a
phrase, or a sentence...
how would you define:

* DIVERSITY

* INCLUSION

* EQUITY



“ Diversity is being
asked to the dance.

Inclusion is being
asked to dance.

Equity is allowing you to
choose the music.”

Ice Breaker Follow-Up

- 1) Raise your hand if someone told you they were an *Introvert*.
- 2) Raise your hand if someone told you they were an *Extrovert*.



June 2019 : LWVNYS elects its very first 3rd VP for DEI, making DEI an Executive Committee post. Challenges came from internally and externally... how does one change a culture?



Funding = Support! ...and in 2020, National Provided!

Step One: Create a Team!

**Proudly leading on
the DEI effort and
representing
Leagues across NYS
on the Task Force:**

**Regina Tillman...
LWVNYS 3rd Vice
President - DEI &
Task Force Chair**

**Gail Volk... Albany
County, Task Force
Steering Committee**

... Buffalo/Niagara

**Mary Croxton &
Mary Margaret
Fogarty...
Chautauqua County**

**Terese (Terry)
Wildrick...
Hamptons/Shelter
Island/North Fork**

**Dianne Slavin...
Huntington**

**Dare Thompson...
Mid-Hudson Region**

Current LWVNYS DEI Task Force Continued...

Crystal Joseph...
New York City,
and Task Force
Co-Chair

Kate Hangle...
Port Washington/
Manhasset

Shirley Buel...
Rensselaer
County

Susan Weisfeld...
Rivertowns

Barbara Grosh...
Rochester

Linda
McKenney...
Saratoga County,
and Task Force
Steering
Committee

Barbara Shell...
St Lawrence

Peggy
McKenna...
Smithtown

Sharen Barboza
and Carol
White...
Utica/Rome

Kathy Meany...
Westchester ILO,
and Task Force
Steering
Committee; Susan
Polos, Westchester
Co.

Step 2: High Caliber Continuous Learning in DEI Begins

- *** Workshop June 2021: Beginning Our Journey to a More Equitable and Inclusive Organization; w/ Christa Grant, Dean and Chief Diversity Officer**
- *** Workshops August and October 2021 by Debby Irving, bestselling author of *Waking Up White*, racial justice educator: *I'm a Good Person. Isn't That Enough?*; Transformational Conversations; How to Explain White Privilege to a Skeptic**
- *** 21 Day Challenges September 2021 & January 2022: Racial Equity Habit Building; Better Listening**

From Beginning to
Continuing...

Conversation Time:

What is different about your League when DEI practices and principles are fully adopted?

What did you do this year that might have you get a step closer to *this* vision of the League?



Beginning Our Journey Toward a More Equitable and Inclusive Organization

League of Women Voters NYS
June 7, 2021

Near Future DEI Planning for the Task Force

- Web Page Development
- Guide for Acknowledgement of Indigenous Land & People
- Tip Sheet for Diversifying Membership
- Analysis of DEI Assessment with League member inputs to ID further needs
- Fundraising via Grants & Sponsorships
- Development of Criteria for a LWVNYS DEI Award for Local Leagues
- Additional Virtual Workshops... And Initiate “JEEDI for Change” ... And more!

A few take-aways...

- Practice diversity and inclusion on an individual and a small scale... and frequently... to improve your capacity over time. **Kaizen!**
- Look at the 4 P's when assessing areas for change: **P**olicies, **P**rocedures, **P**eople and **P**ractices
- Keep **hope** alive!



Thank you ... for sharing a part of your day with us and for continuing to fight for a **Multicultural, Multiracial Democracy** and society!

Sign up for DEI info and resource materials, as they become available, via the clipboard in the room, or email Regina at: rmt370@gmail.com

