

LWVNYS 2023 DEI Self-Assessment Survey :: Selected Results

Regina Tillman, LWVNYS 3rd Vice President for Diversity, Equity & Inclusion

Member Responses

Smithtown (Long Island)
Utica/Rome Metro (Central)
Utica/Rome Metro (Central)
Utica/Rome Metro (Central)
Saratoga (Capital Region)
NYC (Capital Region)
NYC (Capital Region)
Buffalo/Niagara (Western Region & Southern Tier)
Sub Total = 8

Local League Responses

East Nassau (Long Island)
Port Washington/Manhasset (Long Island)
St. Lawrence Co. (Central)
Utica/Rome Metro (Central)
Syracuse Metro (Central Region)
St Lawrence MAL (Central Region)
Rockland Co (Westchester and Rockland Co) ^^
New Castle (Westchester/Rockland Co)
Schenectady Co. (Capital Region)
Albany Co (Capital Region)
Rensselaer Co (Capital Region)
Tompkins Co (Western Region & Southern Tier)
Buffalo/Niagara (Western Region & Southern Tier)
Chautauqua Co (Western Region & Southern Tier)
Rochester Metro Area (Western Region and Southern Tier) ^^
Sub Total = 16/40 (All 5 Regions of the LWVNYS are represented)

Total Submissions = 24 in the 2023 DEI Survey

Total Submissions from Local Leagues = 13 in the 2020 DEI Survey (no individual members)

(^^ Indicates Data not yet included due to absent goggle form therefore total w/ data =22)

Current DEI Actions Being Taken

Display DEI policy on the League website

	2020	2023
Yes	8 (62%)	16 (73%)
No	5 (38%)	6 (27%)

Updated League website/and or member resources to include DEI definitions

	2020	2023
Yes	3 (23%)	13 (59%)
No	10 (77%)	9 (41%)

Updated images thru DEI Lens

	2020	2023
Yes	3 (23%)	7 (32%)
No	10 (77%)	15 (68%)

Reach out [to communities new to the League]

	2020	2023
Yes	8 (62%)	17 (77%)
No	5 (38%)	5 (23%)

Create materials that further DEI goals

	2020	2023
Yes	0	3 (14%)
No	0	19 (86%)

Members engaged in self-reflection about privilege, systemic inequities, how the league can be a more authentic and supportive partner of diverse communities

	2020	2023
Yes	0	11 (50%)
No	0	11 (50%)

Structures to Assist DEI Implementation

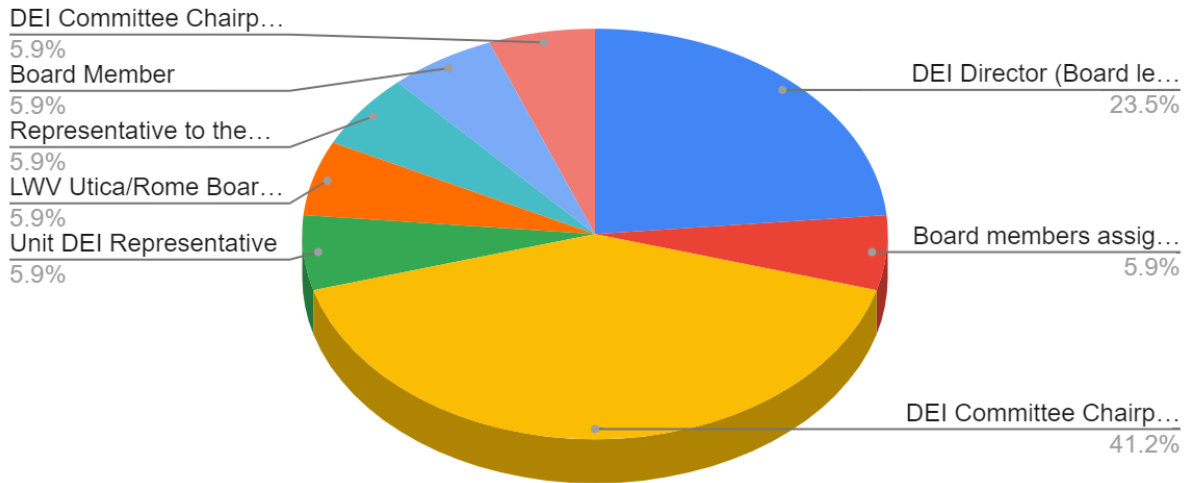
[New Question] Does your League have someone designated to help guide its adoption of DEI?

	2023
Yes	16 (73%)
No	6 (27%)

(New) How is that Role designated?

- 7 (44%) Committee Chairperson
- 7 (44%) Board Directors or Board Members with DEI Assignments
- 2 (12%) Other designations

Count of IF YOU ANSWERED ABOVE: How is that member's position denoted?



Local League Mission Priorities

Voter Protection

2020 @ 38%

2023 @ 50%

Voting Rights/Election Reform

2020 @ 77%

2023 @ 68%

Voter Registration

2020 @ 92%

2023 @ **100%**

Redistricting

2020 @ 46%

2023 @ 45%

Money in Politics

2020 @ 8%

2023 @ **27%**

Environmental Protection

2020 @ 77%

2023 @ **68%**

Healthcare

2020 @ 46%

2023 @ 45%

Women's Issues

2020 @ 42%

2023 @ **55%**

Other Mission Priorities Included:

Workers' Rights

Voter Education

Local issues

Citizenship Mentoring program (classes and tutoring for those preparing for US Citizenship)

GOTV

Students Inside Albany

Criminal Justice Reform NYS

NYS ERA

Ranked Choice Voting

Taking DEI Actions Specific to Mission Priorities

2020 @ 83%

2023 @ 86%

[Note: What those actions taken are, or interpreted as, still needs to be followed up on to ensure that "DEI actions" are being applied to mission priorities.]

Authorization of DEI

We have a policy for Board (and Staff) Diversity

2020 @ 8%

2023 @ 18%

We have a policy for suppliers and vendor diversity

2020 @ 0%

2023 @ 0%

Implementation of DEI Practices

We spend time learning about our constituencies in our League and in our communities

2020 @ 54%

2023 @ 59%

We conduct or offer at least one DEI training opportunity annually for members and volunteers.

	2020	2023
Yes	8%	23%
No	92%	73%

Accountability to Monitor DEI

We have mechanisms for Senior (Executive) Leadership accountability for DEI progress (for example, leaders have clear goals with related measures of progress, and their performance against these goals is measured on a regular and consistent basis.)

2020 @ 0%

2023 @ 0%

We incorporate our DEI commitment into new
Board/staff/member/volunteer/vendor orientation

2020 @ 8%

2023 @ **41%**

Formalizing Your DEI Plans for 2023 – 2024

[New] Would you like assistance from LWVNYS DEI Task Force Members to further assess your responses and/or to help in the creation of a DEI Action Plan specific to your League?

2023

Yes **29%**

No 71%

Making a shift in “the Culture” ...

It’s actually harder to do than you would think!

Note: Not all survey questions are included in this summary. For more information on the survey, contact Regina Tillman: rmt370@gmail.com. And many thanks to those local leagues and individual members that sent in survey responses to be considered in this collective journey to a more equitable and inclusive organization!