

DEI Lens

A DEI lens is a way of examining a program, a process, a practice, a product, etc., regarding how it is perceived by a variety of communities, voices, and perspectives, and what, if any, barriers may exist that is preventing it [program, process, practices, product, etc.,] from being equitable or inclusive of everyone.

What To Ask When Examining Your Work Through a DEI Lens

Who is involved in the process?

Are key stakeholders meaningfully included?

Is this work that impacts a group or community? If so, is their voice represented?

How diverse is the group of decision makers? Is it diverse enough?

Who will be impacted?

Who benefits from this?

Who is burdened by this?

Does this help us meet the needs of underserved voters?

Have we considered various, specific marginalized groups and how they might be impacted?

What are the intended and unintended outcomes?

What issue are we trying to solve?

What do we hope will happen?

What are the potential negative impacts? Who could be hurt by this?

What data or evidence supports this?

How might this be perceived by others?

Does this align with our vision for an equitable and inclusive organization?

How is equity addressed?

What barriers might this place in the way of achieving equity?

How does this impact the League's culture?

What changes could be made to make this more equitable?

What are the short term goals?

What are the long term goals?

What, if any, policies or bylaws need to be added or amended?

What are the benefits for members?

What are the benefits for partners and/or members of the community?

LWVUS

Diversity, Equity, and Inclusion Policy

As updated by the LWVUS Board

1/21/2024

Discrimination or harassment of any kind will not be accepted within the League, including but not limited to race, socio-economic status, age, ability status, religion, sexual orientation, national origin, gender, or marital status. The League is committed to fostering, cultivating, and preserving a culture of diversity, equity, inclusion, access, and belonging for all people. The League is an organization that respects and values the richness of our community and our members. The collective sum of our individual differences and life experiences represents not only our culture, but our reputation and the organization's mission/achievements as well.

Website Source: <https://www.lwv.org/league-management/diversity-equity-inclusion/diversity-equity-and-inclusion-policy>