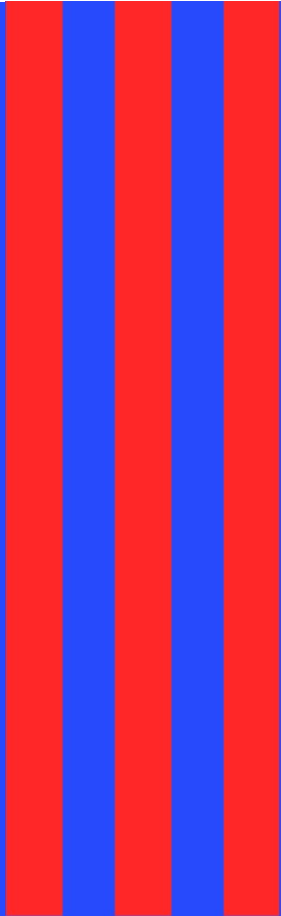


Your Journey Toward DEI & The Bridges Toward Excellence



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Bridges to Excellence: Strengthening Local Leagues Through DEI Mastery

DEI Definitions Reviewed

Tips for the DEI Journey

**DEI Self Assessment
Survey Results**

UPDATED: LWV DEI Policy

Breakout Exercise

Reminder!

DEI Definitions



INCLUSION

- ❖ **Is the act of ensuring representation of people and perspectives into a group or structure.**
- ❖ **Is the degree to which a diverse set of individuals can participate fully within an organization through collaborating, strategizing, and decision-making.**
- ❖ **A culture of inclusivity ensures equitable access to resources and opportunities for all... plus... allows individuals to feel safe, respected, and *valued* for who they are and for their contributions made toward organizational goals.**

Reminder!

DEI Definitions



EQUITY

- ❖ Refers to systems, processes, and approaches that are based in “fairness”. *It does not mean “sameness”.*
- ❖ Ensures everyone is given equal opportunity and treated with respect. However, resources may be shared differently to make sure that each person has a fair chance to succeed.
- ❖ Seeks to balance the disparity resulting from systems of oppression and privilege.
- ❖ Involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources [money, space, equipment, people] including opportunities!

Reminder!

DEI Definitions



DIVERSITY

- ❖ **Refers to population groups that have been historically underserved by socially, politically, or economically powerful institutions and organizations.**
- ❖ **Is about a collective or group and can only exist in relationship to others. A team can be diverse and so can an organization.**
- ❖ **A person is NOT diverse. They may bring diversity into a team or organization, but they in themselves are not diverse.**

DEI... What comes first!?

Per LWVUS...

“Diversity, equity, and inclusion are mutually reinforcing.

Increased inclusion is associated with increased equity; the majority of organizations *with higher inclusion and equity* also have greater demographic diversity.”

<https://www.lwv.org/league-management/diversity-equity-inclusion>

OUTLINING THE JOURNEY!

PART I

EARLY IN THE
JOURNEY ...

LEARN

LISTEN

BE CURIOUS

ENGAGE

PART II

LEVELING UP ...

REVIEW

CHECK YOUR 4 P's

**LOOK OUT & REACH
OUT**

PART III

KEEPING THE
MOMENTUM ...

**THE RIGHT
ACCOUNTABILITY
PARTNERS**

**COLLECT & ANALYZE
THE RIGHT DATA**

**EMPOWER YOUR DEI
LEAD (FOR REAL!)**

PART 1: EARLY IN THE JOURNEY... (AND THEREAFTER)

Learn...

- ❖ Take the time... to read, watch movies, webinars, videos, and documentaries, listen to podcasts to help understand the meaning and purpose of DEI.
- ❖ Go to trusted sources of material that can enlighten you and check with fellow leaguers as to what they are viewing, listening to, and reading.
- ❖ Know... that DEI is NOT a one-off training exercise but rather a deep shift in how we process, practice... and behave.

PART 1: EARLY IN THE JOURNEY... (AND THEREAFTER)

Listen...

- ❖ Enhance your listening skills by learning about “active listening”.
- ❖ Practice active listening with Family and Friends.

- ❖ And... When meeting folks from different backgrounds, you are then able to place your ego and imagined expertise on the back burner... and hear them.

PART 1: EARLY IN THE JOURNEY... (AND THEREAFTER)

Be Curious...

- ❖ A little bit of information... just scratching the surface... may feel like enough. But it's not!
- ❖ Be genuine.
- ❖ Sustained curiosity helps you to see your fellow humans through the lens of empathy.
- ❖ Empathy helps us to say and do "the right thing".

PART 1: EARLY IN THE JOURNEY... (AND THEREAFTER)

Engage...

- ❖ Find ways to include fellow Leaguers in the Journey which allows the League to expand the scope of talents that will keep the LWV strong.
- ❖ Individual growth is a very desirable goal, as well as...
- ❖ Helping your Board to be more relational when interacting with community groups and less transactional.
- ❖ Being intentional, as individuals and as an organization, helps get past performative compliance to DEI guidelines to a point of adopting new practices and behaviors.

PART 2: Let's Level Up



Review...

- ❖ Short term goals have been established.
- ❖ Action Plans have been developed.
- ❖ Thru a Continuous Improvement cycle...



- ❖ ...check what is working and what is not working.
- ❖ Allow your League to gain momentum from successes and from understanding your mistakes (and mistakes should be expected.)

PART 2: Let's Level Up



Four PPPP's

- ❖ Have Has Your League Done It All? No... not until you walk through your Four P's!
- ❖ Apply the "DEI Lens" to your organization and to all its subgroups and then focus on what may act as obstacles to adopting a "DEI Lens" relative to...

POLICIES / PROCESSES / PEOPLE / PRACTICES

Part 2: Let's Level Up

Look Out!

- ❖ DEI is complex as humans tend to be... is part art and part science... part volunteer management and part leadership of a cultural shift, and...
- ❖ Is always about DISCOVERY! Thus, keep a look out for new information from unexpected sources and disciplines... not always directly related to DEI.
- ❖ Check the DEI Self Assessment for clues on next steps.

... And Reach Out!

- ❖ To people or organizations who are also doing the work.
- ❖ To the LWVNYS DEI VP / State Committee members for questions or to convey impressions.

Part 3: KEEP MOMENTUM!



**Identify The Right
Accountability Parties**



**Collect and Analyze
The Right Data...**



**Empower The DEI
Leader (for Real!)...**

Source: HBV, Nov 2022, "To Sustain DEI Momentum, Companies Must Invest in 3 Areas."

Identifying the Right
Goals = Holding Your
Executive Leadership
Accountable For Making
The Changes Needed.

Keeping Momentum : Identify The
Right Accountability Partners

You Miss INSIGHTS That
Can Be Gained if You Are
NOT Collecting Data and
NOT Analyzing It.
Tie DEI Data Collection
to Your DEI Goal(s).

Keeping Momentum : Collect and
Analyze The Right Data

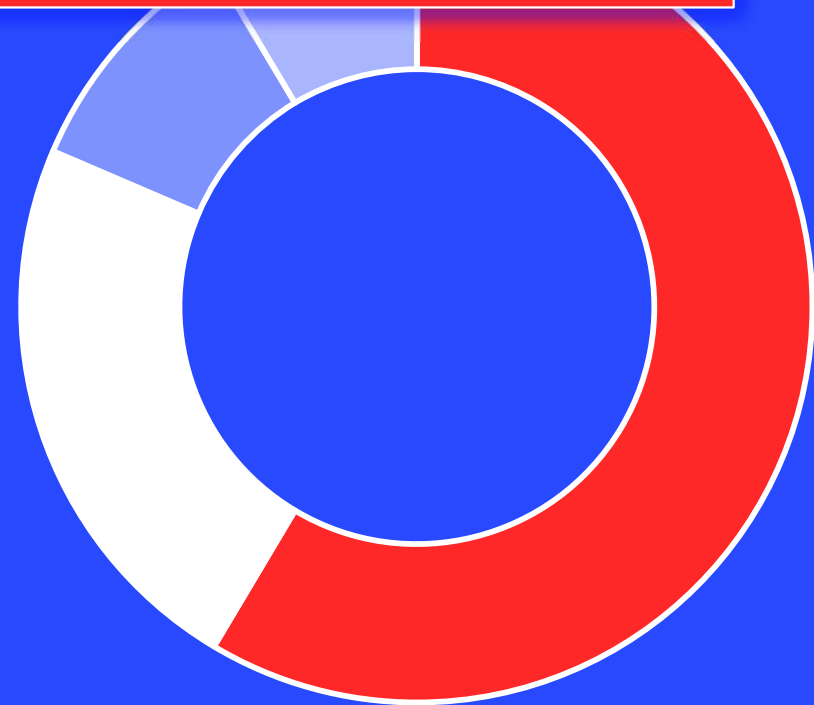
Ways That “For Real” Empowerment Can Show Up...

- # Dedicated Role
- # Board Level Position
- # Working with a
Dedicated Team
- # Have Access, Time, \$\$\$
- # Can Hold Others
Accountable

Keeping Momentum : Empower the DEI
Leader (For Real)

LWV Statewide DEI Self Assessment Survey NYS Results 2020 vs 2023

- **2020 : n = 13 NYS League Submissions**
- **2023 : n = 16 NYS League Submissions**
 - - Represented all geographic areas of NYS
 - - Additional 8 member responses received
- **2025 : Anticipate the next survey**



■ 1st Time ■ 2nd Time ■ 3rd Time ■ 4th Time

LWV DEI Self Assessment Survey Results 2020 vs 2023 16 NYS Leagues

Page 1



We display our DEI Policy on our local League's website.

2020 = 62% YES

2023 = 73% YES



We updated our local League website, and/or member resources, to include DEI DEFINITIONS.

2020 = 23% YES

2023 = 59% YES

LWV DEI Self Assessment Survey Results 2020 vs 2023 16 NYS Leagues



**We create materials that further
our local League's DEI GOALS.**

2020 = 0% YES

2023 = 14% YES



**We incorporate our DEI commitment into
new Board - Staff - Member - Volunteer -
Vender ORIENTATIONS.**

2020 = 8% YES

2023 = 41% YES

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LWV DEI Self Assessment Survey Results 2020 vs 2023 16 NYS Leagues

Page 3



We have a POLICY for Board (and if indicated, staff) Diversity.

2020 = 8% YES

2023 = 18% YES



We have mechanisms for Senior (Executive) Leadership accountability for our League's DEI progress, i.e., performance against GOALS.

2020 = 0% YES

2023 = 0% YES

LWV DEI Self Assessment Survey Results 2020 vs 2023 16 NYS Leagues



We conduct - or, OFFER - at least one DEI Training opportunity annually for Members.

2020 = 8% YES

2023 = 23% YES



We updated our images through a "DEI Lens".

2020 = 23% YES

2023 = 32% YES

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UPDATE!!! National LWV DEI Policy

LWVUS Board Sign ed Off on January 21, 2024!

- ~ Discrimination or harassment of any kind will not be accepted...**
- ~ Is committed to fostering, cultivating, and preserving a CULTURE of Diversity, Equity, Inclusion, Access, and Belonging for all...**
- ~ Respects and Values the richness of our community and our members...**

DEI Breakout Exercise

Step #1

Count off 1 to 4...

Step #2

Your number determines the group you are in. Go to the designated 4 corners of the room for your numbered group, with your form.

Step #3

Appoint Recorder for the group who will return their Exercise Sheet to the session facilitator, representing the group's inputs.

Watch Your Time!!!

Group #1
Membership Committee

Group #2
Voter Service Committee

Group #3
Board of Directors

Group #4
Communications Team

Group #5
Youth Services

Group #6
Advocacy Committee

“Learning to stand in somebody’s shoes, to see through their eyes, that’s how peace begins.”
- Author Unknown

THANK YOU!

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LWVNYS Regional Training : Your Journey Toward DEI / 2024



**Add you to a
new email list
for DEI in the
LWVNYS!?
YES!
Email your
request today to
be added!**