

LWVNYS DEI Committee 2025
Advancing Diversity - Equity - Inclusion
10 Ideas for Taking One Step at a Time
April 2025

A brainstormed list of things to consider doing in order to advance DEI&A principles, practices and behaviors within local Leagues of NYS.

- **Learn More:** Conduct a 7 - 21 Day Challenge for members on a topic of social/racial justice with a post Challenge Meet-Up to help members process the learnings.
- **Know More:** Review the DEI Self-Assessment Survey tool from the State-wide distribution, to identify potential elements to add to an action plan, or center a book club on the topic of how to become an anti-racist organization.
- **Plan More:** in conjunction with the local DEI team and BOD, identify 1- 2 areas of concentration locally to enhance adoption of the DEI concept of INCLUSION and place into a DEI Action Plan with steps to accomplish... or Work with your BOD to develop a Board Diversity and Inclusion Plan.
- **Teach More:** Research and develop a workshop for BOD and members on how to identify and practice inclusive behaviors (Note: tapping into local DEI/social justice leaders can help configure an informative program).
- **Inform More:** Include portions of the DEI information from the State Voter into messaging to your own membership via social media or emailed member publication, or email blasts.
- **Realize Equity More:** Assess if the League has an equitable distribution of its resources (people, funds, time, materials) spent toward underserved and under-resourced populations in your catchment area, and make a course correction.

- **Assess More:** on this journey of more inclusion and fairness, find out where your league stands by having your BOD and members complete the biannual DEI Self Assessment Survey for 2025. (The resulting discussion is usually enlightening.)
 - **Involve More:** Ask BOD and Members to seek out and become members of one of the locally active organizations that routinely address social/racial/economic disparities experienced by a part of your population (bonus for those that actually attend a meeting of the organization).
 - **Guide more:** develop a segment of your new Board Member on-boarding process or information to include DEI within the LWV and within the your local League, and related expectations of members.
 - **Seek Out More:** civic engagement youth groups of organizations and colleges, and offer your expertise to conduct civic education classes and assist in the campaign to lower the voting age to 16 years and to place polling on college campuses.
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Have additional practical ideas to suggest for a “Next Step” or feedback after trying one or more of those above? Great! Let’s add to the list so that all can benefit from your information! Contact DEI Vice President, Regina Tillman, at rmt370@gmail.com or speak with your local league DEI Director or Committee Chair.