Inclusion and Equity Committee – An Overview

National Bd./State Leaders DEI Presentation (March13, 20, 27):

1. Mission/Charter of the Committee: https://www.aauw.org/app/uploads/2020/06/Inclusion-and-Equity-Committee-Charter-June-2020.pdf
2. Toolkit: https://www.aauw.org/resources/member/governance-tools/dei-toolkit/
3. Community agreement and ground rules: https://www.aauw.org/resources/member/governance-tools/dei-toolkit/difficult-conversations/
4. Organizational assessments: https://www.aauw.org/resources/member/governance-tools/dei-toolkit/diversity-officer/
5. Diversity Officer Resources: https://www.aauw.org/resources/member/governance-tools/dei-toolkit/diversity-officer-resources/
6. Plug & Plays links: https://www.aauw.org/resources/member/governance-tools/dei-toolkit/plug-play-dei-programming/
7. Facebook Page: https://www.facebook.com/groups/AAUWDiversityandInclusion/?ref=share&mibextid=kdkkhi

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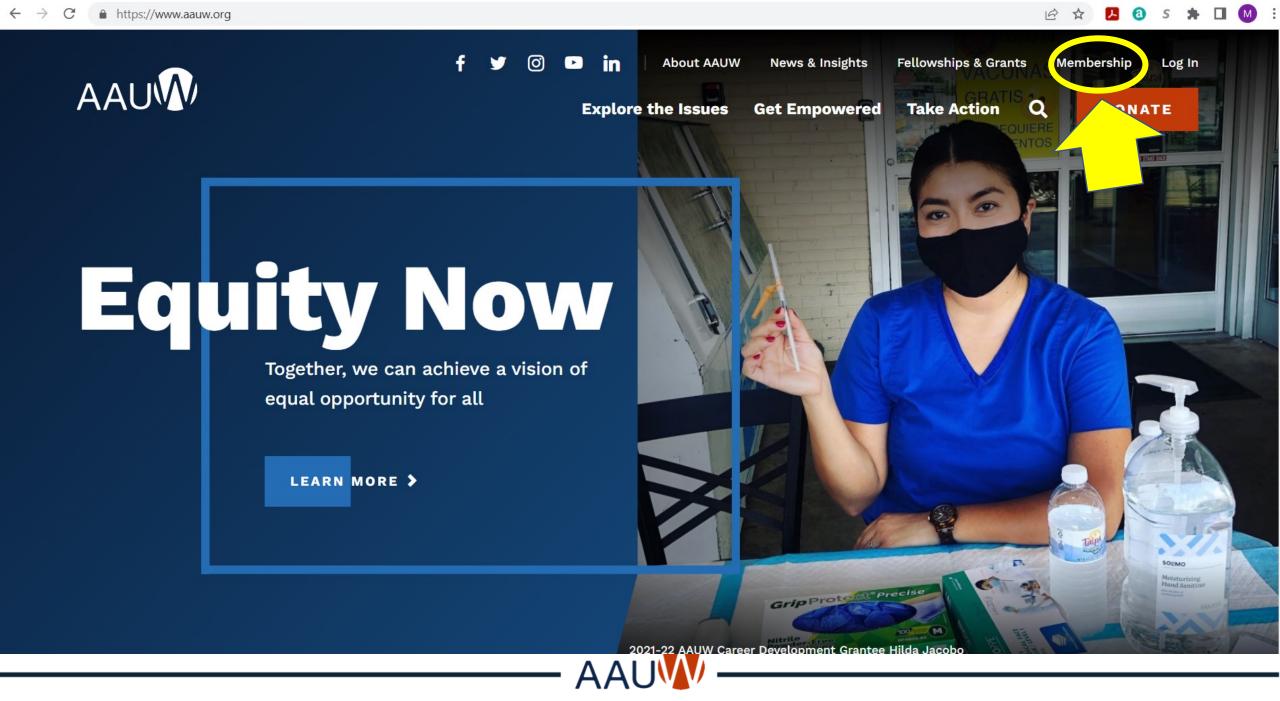# National I&E Committee Charter Responsibilities

- Create and maintain a Diversity Toolkit to serve as an ongoing resource for how to attract and retain a diverse membership through programming and community outreach and serve as a resource for training;

- Provide additional resources and training to members to assist with building competencies around inclusive behaviors;

- Where appropriate, partner with the Member and New Audience Engagement Subcommittee on ways to reach new and diverse audiences and help ensure that AAUW programs address and reflect issues of intersectionality;

- Assist other AAUW committees in incorporating inclusion and equity into their work;
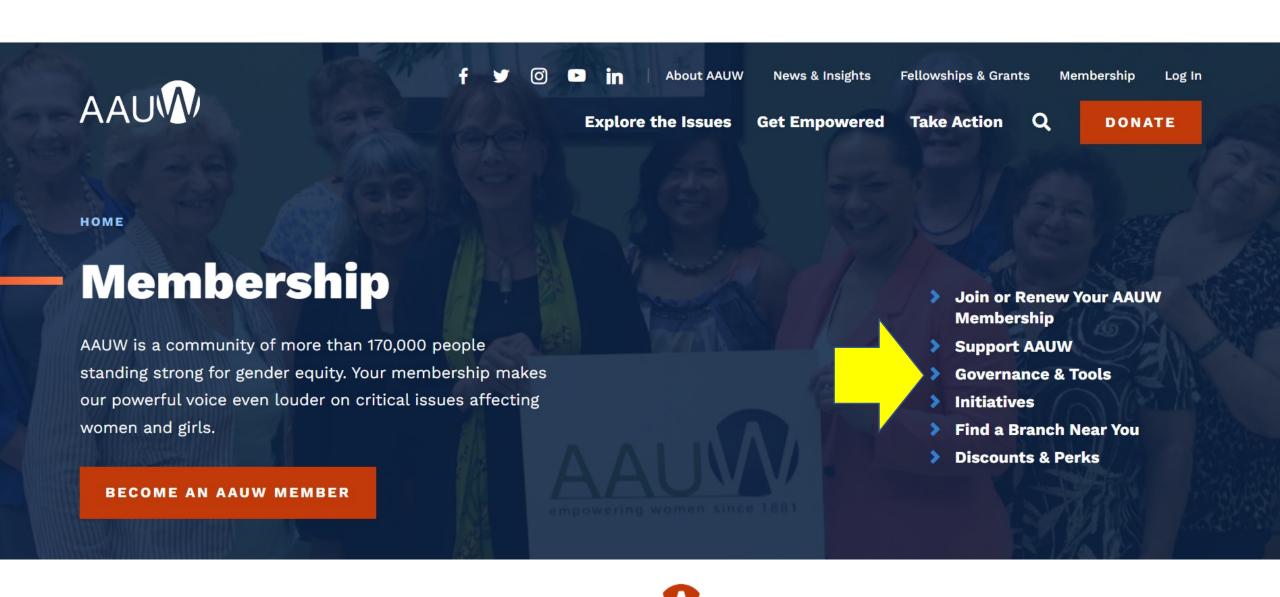
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National I&E Committee Charter Responsibilities

- Recommend priorities and provide guidance in the design and implementation of other programming, trainings, webinars and other activities to help AAUW members gain the interest, knowledge and skills necessary to meet the needs of and reflect the diverse communities served by the organization;

- Support AAUW affiliates in the implementation of diversity and inclusion efforts;

- Develop an annual action plan to carryout Committee responsibilities;

- Recommend metrics for diversity, inclusion, and intersectionality goals within AAUW's strategic plan

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2021-22 AAUW Career Development Grantee Hilda Jacobo

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HOME

Membership

AAUW is a community of more than 170,000 people standing strong for gender equity. Your membership makes our powerful voice even louder on critical issues affecting women and girls.

BECOME AN AAUW MEMBER

› Join or Renew Your AAUW Membership
› Support AAUW
› Governance & Tools
› Initiatives
› Find a Branch Near You
› Discounts & Perks

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empowering women since 1881

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Community Hub: Tools & Resources

We've upgraded our systems! Everything you used to do through the Member Services Database (MSD) – including managing your membership and member leader tasks — can now be done by simply logging into your new AAUW account.

State & Branch Tools

AAUW proudly supports nearly 1,000 branches across the U.S., including Alaska, Hawaii, Guam and Puerto Rico.

Diversity, Equity & Inclusion Toolkit

AAUW seeks to promote inclusion and awareness for all members to create an equitable, sustainable and inclusive membership reflective of today's world.

respects and celebrates the diversity of our members and those differences form the backbone of our organization. These resources are one way to show others how to bring together differences for positive change through inclusive practices.

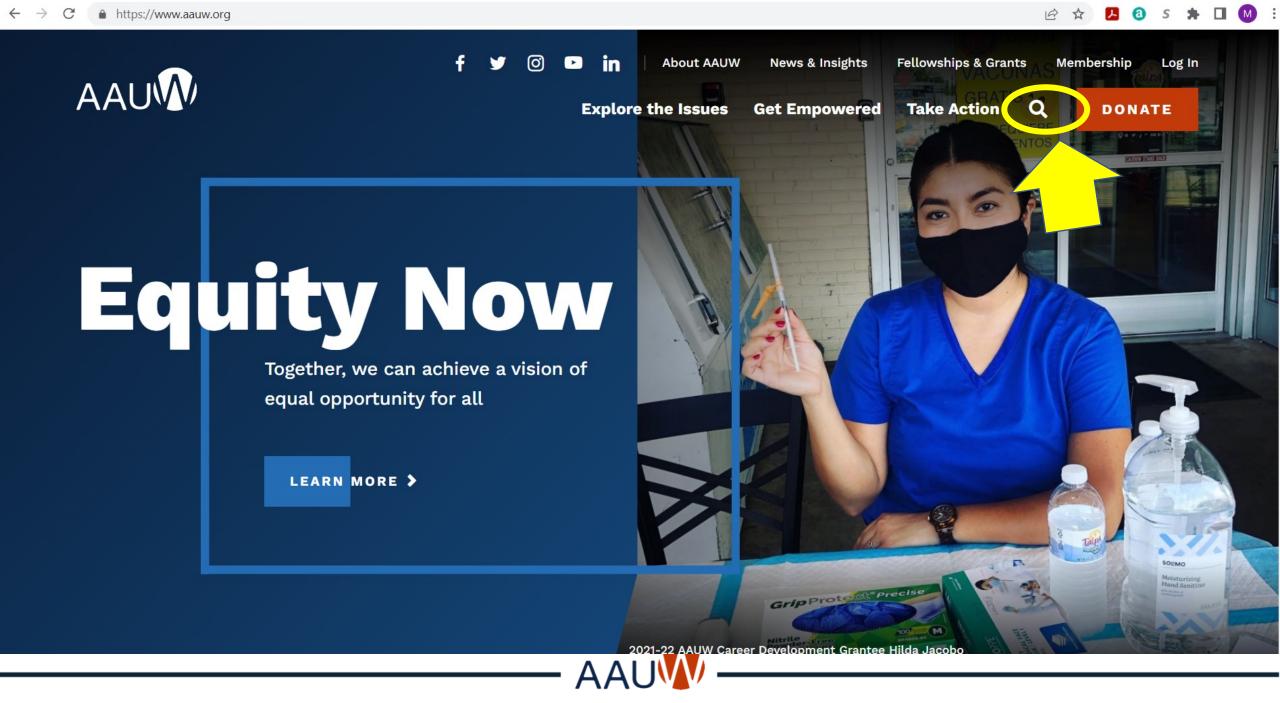Thank you for your efforts. We hope to help create positive change.

TOOLKIT RESOURCES

AAUW's Commitment to Inclusion & Equity >

Getting Started with Diversity Conversations >

Key Terms & Concepts >

Dimensions of Diversity & Identity >

Diversity Structure & Planning >

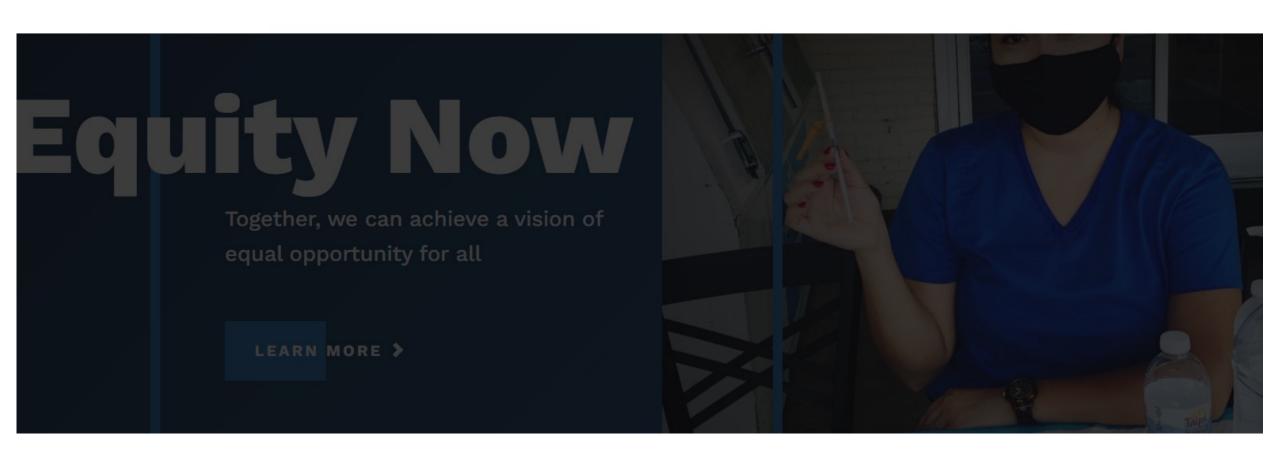Plug & Play DEI Programming >

Diversity Officer Resources >

Additional Resources +

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DEI toolkit 🔍

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SHOWING 1-10 OF 42 RESULTS

DEI Toolkit: Income & Socioeconomic Status

The dominant ideology in the U.S. holds that is it is possible to change your socioeconomic status over your lifetime, but research has shown that it is highly unlikely. This...

Membership

DEI Toolkit: Sexual Orientation

The first step to creating a more inclusive environment is to understand the terminology

Membership

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Additional Resources +
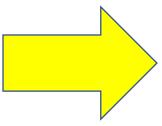
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Diversity Structure & Planning

Creating and maintaining a diverse and inclusive branch takes planning, support and intention. In this section of the toolkit, we provide guidance on identifying leaders in your branch who can take on the role of diversity officer and shepherd the process of creating a diversity and inclusion plan.
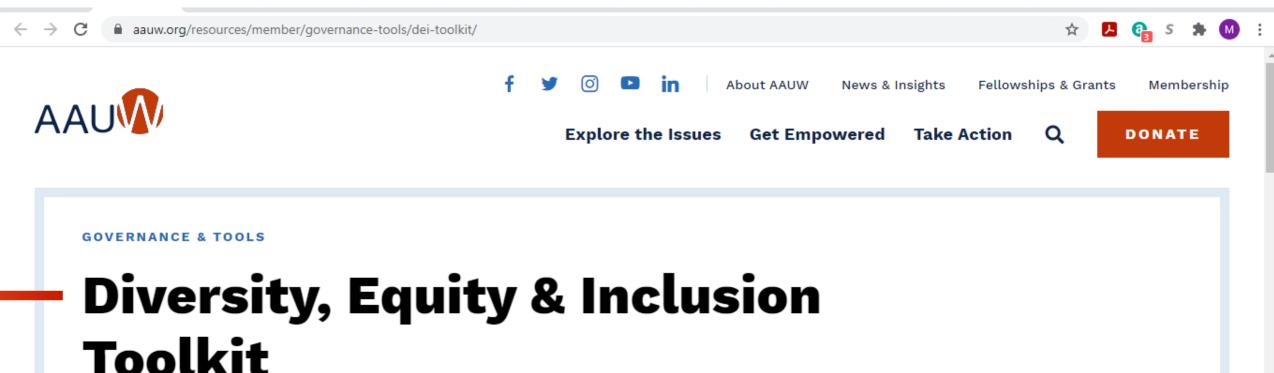
Appointing a Diversity

Core Responsibilities:

- Applies in-depth knowledge of diversity principles and practices to deliver solutions in areas such as inclusion, member engagement, training and communication

- Serves as key contact for all external diversity partnerships

- Partners with internal AAUW entities to set annual strategies

- Serves as the diversity liaison with key partners: Branch, State, National

- Takes on other diversity projects as assigned

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Plug-and-Play Programming

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TOOLKIT RESOURCES

AAUW's Commitment to Inclusion & Equity >

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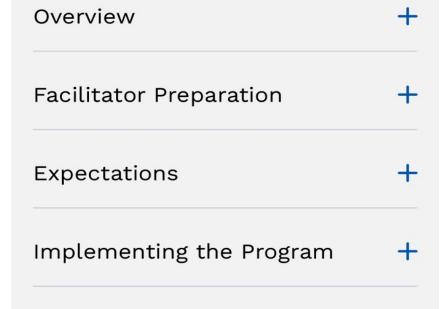Dimensions of Diversity & Identity >

Additional Resources +

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Plug & Play Programs

Understanding the Difference Between Diversity, Equity & Inclusion (DEI)

Overview +

Facilitator Preparation +

Expectations +

Implementing the Program +

Belonging

Overview +

Facilitator Preparation +

Expectations +

Implementing the Sessions +

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Plug and Play Programming

Belonging

Overview

—

Unfortunately, today we find ourselves presented with difficult questions and concerns about how to engage in conversations that relate to diversity, equity and inclusion. Our tendency is often to avoid or sidestep engaging in these difficult conversations, which in many circumstances and contexts can be a good choice. On the other hand, how do we engage in these difficult conversations? In this program we hope to provide some guidelines in how to convert difficult conversations to courageous, compassionate conversations that foster rather than erode our communities.

We recommend that branches break this program up into two sessions on separate days. They include:

Part 1: Defining what a "brave space, safe space" for difficult conversations means and arriving at a "brave space, safe space" set of ground rules for group discussions, and then enacting them. (1 – 1.5 hours)

Part 2: Discussing the importance of adding the word "belonging" to the concepts of "diversity, equity and inclusion." What does the addition of this concept mean at

Plug and Play Programming

Facilitator Preparation −

Facilitator Preparation (prior to the event):

To run a successful event we recommend that the facilitator do some pre-work to prepare. Because this plug and play presentation is divided into two sessions, the facilitator may wish to divide preparation time accordingly. The bulk of the pre-work includes preparing to lead the discussion and so we recommend the following steps:

1. Read the following terms and concepts contained in the Key Terms & Concepts sections in the toolkit: diversity, inclusion (including diversity vs. inclusion and inclusion vs. belonging), equity, unconscious bias, and microaggression.

2. Read Getting Started with Difficult Conversations in the AAUW Diversity, Equity and Inclusion Toolkit.

3. Request participants to identify and write down in advance some subjects or situations that suggest the need to engage in difficult conversations.

4. About difficult conversations: Watch "Are you biased? I am," Kristen Pressner

5. [Part 2] About unconscious bias: Review the "Implementing the Program" portion of the AAUW Diversity, Equity and Inclusion Toolkit's "Understanding Unconscious Bias" plug and play program (above). The digital resources cited in this program are particularly helpful.

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Plug and Play Programming

Expectations

Facilitator will:

1. Engage all participants in session activities.
2. Define all key terminology.
3. Lead participants through discussions.
4. Answer any questions from the participants, especially those that could deal with misconceptions and/or procedure.
5. Supply writing utensils, paper, and other pertinent materials to allow participants to take part in activities.

Participants will:

1. Take part in individual and group activities.
2. Bring to the session personal examples of situations in which difficult conversations may be necessary
3. Respect the facilitator, all participants and their viewpoints.
4. Ask any questions he/she may have on the lesson.
5. Keep notes for later use.

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Plug and Play Programming

Implementing the Sessions —

FIRST SESSION: "BRAVE SPACES, SAFE SPACES"

Getting started: (10 minutes; facilitator guided)

The facilitator will ask attendees if they have brought examples of subjects or situations that might suggest the need to engage in a difficult conversation. Before discussing these examples, the facilitator will guide participants in creating a "brave space, safe space" environment which will foster courageous and compassionate discussions.

The first step is for the facilitator to lead a discussion about how long each participant will have to present an opinion or idea before another participant is given an opportunity to do so. A suggested time limit for each participant statement is 2 minutes.

Someone or a small group of participants should be identified and approved to take notes of the discussion on the whiteboard or large pads of paper so that everyone can observe them. Participants should be given the opportunity to correct or amend any note if it does not accurately represent the participant's words, but not whether it is right or wrong on a substantive basis. The latter can take place once the "brave space, safe space" ground rules are established. The ground rules established in the

Questions? Suggestions?

Email us at Diversity@AAUW.org

We love to hear from you!