



# **Diversity, Equity, and Inclusion (DEI)**

# Diversity, Equity and Inclusion (DEI)

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- **Resources**

**“In diversity, there is beauty and there is strength.” Maya Angelou**

# Mission

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

Resources are available that identify tools and best practices to help branches start the inclusion conversation and achieve the DEI mission.

# What is DEI?

**Diversity:** Refers to all aspects of human difference, social identities, and social group differences, including but not limited to race, ethnicity, creed, color, sex, gender, gender identity, socio-economic status, language, culture, national origin, religion/spirituality, age, (dis)ability, military/veteran status, political perspective, and associational preferences.

Diversity is less about what makes us different and more about understanding, accepting, and valuing those differences.

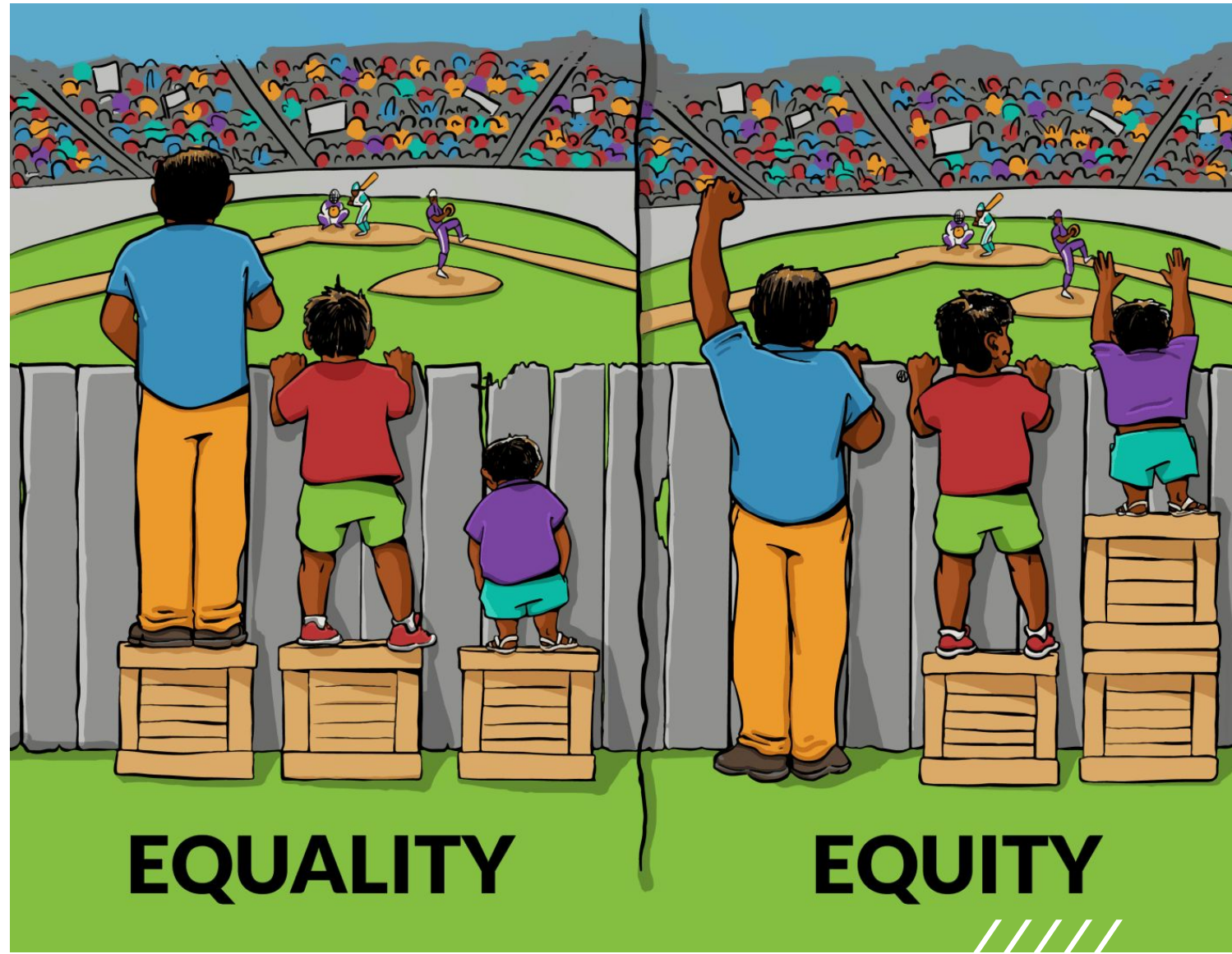
# What is DEI?

**Equity:** Refers to fair and just practices and policies that ensure all community members can thrive. Equity is different from equality in that equality implies treating everyone as if their experiences are exactly the same.

Being **equitable** means acknowledging and addressing structural inequities, both historic and current, that advantage some and disadvantage others.

**Equal** treatment results in equity ONLY if everyone starts with equal access to opportunities.

# What Equity Looks Like



# What is DEI?

**Inclusion:** refers to a community in which all members are and feel respected, have a sense of belonging, and can participate and achieve to their potential.

While diversity is essential, it is not sufficient. A community can be both diverse and non-inclusive at the same time. This can be seen in the case of women in senior leadership who still experience long-standing gender norms and salary discrepancies.

A sustained practice of creating inclusive environments  
is necessary for success.

# Inclusion starts with I.



-Video by [Accenture](#)



# How To Get Started

1. Begin the conversation with your branch board to identify most relevant DEI challenges in your branch.
2. Initiate a larger conversation with branch members.
3. Identify a DEI coordinator/officer for your branch to plan a DEI program and to work with the state DEI coordinator for additional support.
4. Use the AAUW DEI Toolkit.

# DEI Toolkit

## DEI Toolkit includes:

- Diversity Structure & Planning
- Getting Started with Difficult Conversations
- Key Terms & Concepts
- Suggested Reading
- Plug & Play DEI Programming

Find the DEI Toolkit on the [aauw.org](https://www.aauw.org) website:  
<https://www.aauw.org/resources/member/governance-tools/dei-toolkit/>

# From DEI Toolkit ([www.aauw.org](http://www.aauw.org))

## Dimensions of Diversity & Identity

### It's About:

Age, Color, Education,  
Ethnicity & National Origin,  
Gender & Gender Identity,  
Immigration Status,  
Income & Socioeconomic Status,  
Marital Status, Occupation,  
Parental Status, Political Beliefs,  
Physical & Mental Ability, Race,  
Religious Beliefs, Sexual Orientation,  
Veteran Status



# Resources Available

**AAUW California DEI Committee** is your resource for additional program ideas, brainstorming, guidance, and collaboration.

**AAUW California DEI Committee** is developing a DEI lens to help you monitor your programs, activities, and communications to your members. It will serve as a DEI checklist/reminder.

**AAUW California DEI Committee Co-Chairs:** [diversity@aauw-ca.org](mailto:diversity@aauw-ca.org)

Elaine Johnson, Director and Janice Lee

**AAUW California DEI Committee members:**

Cathy Foxhoven, Lenore Gallin, Charmen Goehring-Fox, Patrice Lyn,  
Barbara St. Urbain

# Additional Resources

Harvard Implicit Association Test	<a href="https://implicit.harvard.edu"><u>implicit.harvard.edu</u></a>
Learning for Justice	<a href="https://learningforjustice.org"><u>learningforjustice.org</u></a>
Museum of Tolerance	<a href="https://museumoftolerance.com"><u>museumoftolerance.com</u></a>
Various resources	<a href="https://bit.ly/ANTIRACISMRESOURCES"><u>bit.ly/ANTIRACISMRESOURCES</u></a>



Source: Ideal Bookshelf 1162: Anti-Racism

**DO THE BEST  
YOU CAN UNTIL  
YOU KNOW  
BETTER. THEN,  
WHEN YOU  
KNOW BETTER,  
DO BETTER.**

*Maya Angelou*



# Questions? Comments

