AAUW California DEI Statewide Chat

March 27, 2023







Welcome



Dr. Lata Murti Co-President AAUW Santa Maria Branch



Dr. Stormy Miller Sabia
AAUW California Director
Diversity, Equity & Inclusion (DEI)





Agenda

- AAUW California DEI Committee membership composition, charge, goals for the 2022-2023 year
- Discussion of "What is JABEID? And Why Is It Important To AAUW?", led by Dr. Lata Murti
- Questions/comments from attendees
- Closing





Meet the 2022-2023 AAUW California DEI Committee!

- Barbara St. Urbain Stockton
- Cathy Foxhoven Online
- Lenore Gallin Oakland Piedmont
- Charmen Goehring Sacramento
- Elaine Johnson North Peninsula
- Patrice Lyn Online
- Stormy Miller Sabia Marin
- Debra Valencia-Laver San Luis Obispo





AAUW California DEI Committee

We **EMPOWER** you through mentorship, personalized support, and community conversations around issues of DEI.

We **PROVIDE** brave spaces to discuss and explore this work without judgment.

We **DEVELOP and SHARE** resources that expand your learning and understanding in an effort to foster inclusive and equitable branch environments.

We **HOLD** you and all branch leaders accountable to do the work.





What Can You Expect from the AAUW California DEI Committee

- DEI Statewide Chats with guest speakers within and outside of AAUW,
- **Conversations** with DEI Officers/Coordinators to foster mentorship and support in this role. **Let's Talk DE!!**
- Sharing of relevant resources and training to facilitate conversations around DEI within your branch,
- 1:1 support for any branch DEI Officer/Coordinator seeking assistance,
- Outreach to branch presidents who do not have a DEI Officer/Coordinator,
- **Participation** in IBC meetings to promote the ways in which this committee can support branches.









AAUW CALIFORNIA DEI STATEWIDE CHAT MON., MARCH 27, 2023

JABEID

- Justice
- Accessibility
- Belonging
- Equity
- Inclusion
- Diversity





WHAT IS JUSTICE?

Everyone having all existing opportunities and resources to thrive available to them no matter their social identity or social location

JUSTICE IS THE ULTIMATE GOAL





AAUW AND JUSTICE

AAUW is a social justice organization

It is focused on people having all opportunities and resources to thrive available to them no matter their gender identity.

HOW CAN AAUW BRANCHES PRACTICE JUSTICE?

Focus

Focus on addressing local injustices based on gender identity

Become

Become familiar with AAUW's Diversity Toolkit: https://www.aauw.org/resources/member/governance-tools/dei-toolkit/

Incorporate

Incorporate the word justice into the branch's mission and purpose, informally if not formally:

"to advance gender equity for women and girls through research, education, and advocacy."

WHAT IS ACCESSIBILITY?

THE AVAILABILITY OF ALL
OF THE OPPORTUNITIES
AND RESOURCES
NEEDED TO THRIVE



HOW CAN AAUW BRANCHES PRACTICE ACCESSIBILITY?

Make

Make sure meetings are held in ADA-compliant locations open to the public and on public transportation routes.

Have

Have most meetings be free or open to attendance regardless of ability to pay admission.

Provide

Provide language interpretation (including ASL) or closed captioning at all meetings.

Present and Communicate

Present and communicate material in multiple ways and modalities.

Vote

Vote to remove the college degree requirement for membership.

FEELING NOT JUST INCLUDED, BUT FULLY ACCEPTED, VALUED, AND APPRECIATED IN A SPECIFIC CONTEXT



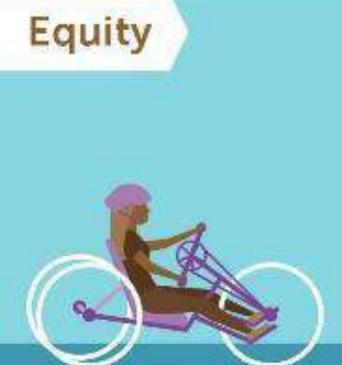


HOW CAN AAUW BRANCHES PRACTICE BELONGING?

- Focus on retention as much as recruitment.
- Practice cultural humility.
 - •Pronounce and spell members' names as they would like them pronounced and spelled.
 - Share origin stories.
 - Cite sources.
 - See and treat members for who they are, not what they represent.
 - Apologize sincerely.













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HOW CAN AAUW BRANCHES PRACTICE EQUITY?

Hybrid meetings/programs or both online and in-person

Child care or family-friendly programming

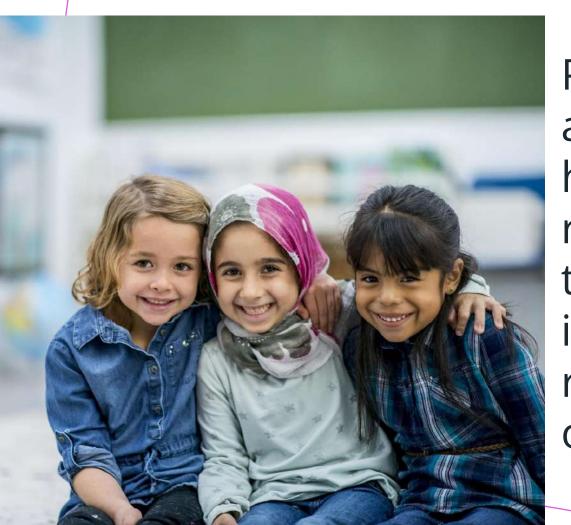
Foods everyone can eat

Drinks everyone can drink

Sliding or variable membership dues

Variety of options for being involved, interest groups, and member benefits

WHAT IS INCLUSION?



Providing or offering resources and opportunities to those who have historically not had these resources or opportunities due to their social identity or location, or inviting them to partake of the resources or be involved in the opportunities

HOW CAN AAUW BRANCHES PRACTICE INCLUSION?

Invite	Invite members of historically
	underrepresented communities or
	organizations to a program, meeting, or to join.

Sponsor Sponsor their membership.

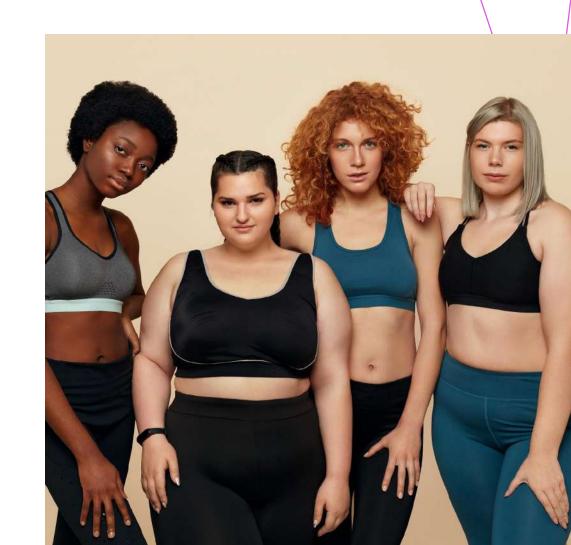
Ask them to plan and conduct a program or meeting.

Make sure they have opportunities to share their perspectives on branch decisions or activities affecting the branch or community at large.

Help them advance to leadership positions in the branch.

WHAT IS DIVERSITY?

An appreciation of humanity's full range of social identities and social locations, especially those identities and locations that have been historically marginalized



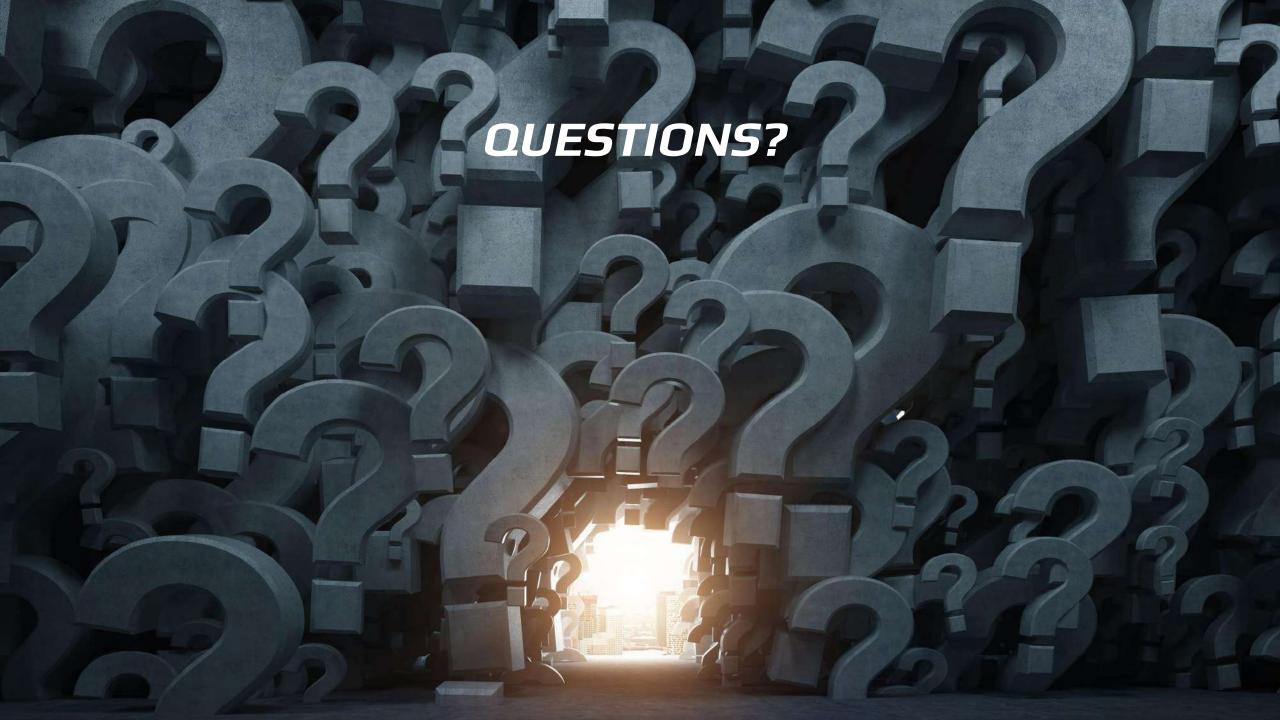
HOW CAN AAUW BRANCHES PRACTICE DIVERSITY?

Approach diversity from a strengths-based approach, not a deficit approach

Everyone benefits!

Set a goal for the branch's demographics to reflect California's demographics, according to 2020 Census data.

- Average age (36.7)
- Average income (approximately \$41,276, or \$84,097--household)
- Gender (50% female)
- Household composition/family formation (2.92 persons per household)
- Bachelor's degree or higher, ages 25+ (35.3%)
- Language (44% speak language other than English @home)





THANK YOU!