



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 DEI!**
- 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.



The background features a dynamic, abstract composition of ink splatters. On the left, a vibrant blue ink cloud billows out, merging into a central area where blue and pink colors overlap. To the right, a bright pink ink cloud spreads out, with fine, wispy tendrils extending towards the edge. The overall effect is one of fluid motion and color contrast against a light, neutral background.

WHAT IS JABEID? WHY IS IT IMPORTANT TO AAUW?

LATA MURTI

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***

SO, WHY LEAD WITH IT?



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

***WHAT IS
BELONGING?***





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.

Having the opportunities and resources
needed to thrive,
based on social identity and location



WHAT IS EQUITY?

Equality



Equity



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

Ask them to plan and conduct a program or meeting.

Make

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

Help

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)

QUESTIONS?





THANK YOU!