

JABEID (Justice, Accessibility, Belonging, Equity, Inclusion, and Diversity)
Discussion Summary and Responses to Unanswered Questions

Participants' Ideas for Practicing Justice:

Programming and Partnering:

- Focus programs and presenters (including short films followed by discussions) on the topic of justice and how we can enact justice better.
- Offer programs that enable members to hear from young people who experience injustices.
- Actively support and partner with other local (non-profit) organizations that are focused on justice, or that support marginalized populations.

Mobilizing, Promoting, and Advocating:

- Promote social justice by honoring all members' languages.
- Advocate for a local commission on women and girls.
- Offer scholarships to make college entrance, completion of college, and return to college more equitable (such as re-entry scholarships).
- Organize or attend marches that fit with the AAUW mission.
- Focus on a national crisis of justice, such as Missing and Murdered Indigenous Women (MMIW).
- Promote voter registration.

Participants' Ideas for Practicing Accessibility:

Membership

- Vote to remove the degree requirement for membership.
- Start a scholarship program for retired members without enough money to pay for membership fees.
- Use more social media formats to communicate with members and potential members.

Location, Transportation, and Timing of Meetings

- Hold meetings in different venues.
- Hold meetings in the communities or neighborhoods where members live instead of another location that members must travel to.
- Hold monthly meetings in a publicly available facility (such as your local public library).
- Help transport or arrange transportation for those who do not or cannot drive, or who want to physically come to meetings.
- Hold meetings at different times of the day to accommodate members' schedules.

Format of Meetings

- Have hybrid meetings (both online and in person).
- Provide written streaming for deaf.
- Record meetings with closed captions.
- Provide language interpretation at meetings.

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Participants' Ideas for Practicing Belonging:

Welcoming Guests

- Invest in nametags.
- Employ icebreakers.
- Acknowledge unknown persons when you come into a meeting. Speak to them after the meeting.
- Also speak to the guest speaker before or after the meeting.

Welcoming New Members

- Talk to new members.
- Get out of your comfort zone of always being with friends by making more of an effort to sit and get to know new members or even members who have been in the org. for a while but do not regularly attend meetings.
- Connect with each new member individually and hold a monthly new member meeting.
- Have monthly 'Wine & Whine' meetings where you don't have to drink wine. The meetings are agenda-free and everyone is invited with no expectations.
- Poll new members as to their interests and hobbies; connect them with other members or groups with similar interests.
- Call new members and make sure they join at least one interest group so that they can meet other members and make friends.
- Mentor new members, accompanying them to interest sections and general meetings.
- Connect a new member with an existing member who can accompany them to a meeting or out to lunch.

Retaining Established Members

- Focus on retention as being as critical as recruitment.
- Be committed continuously to ensuring that each and every member feels included in the branch, especially those in the minority.
- Thank members for even the small acts, to show they are valued.
- Recognize members' birthdays (with their permission).

Participants' Ideas for Practicing Equity:

(fewer in number because there is a lot of overlap between equity, accessibility, and justice)

- Pay what you can for membership dues or branch events versus a fixed ticket price (or, pay on a sliding scale).
- Offer scholarships for membership dues.
- Spread out events, programs, and meeting locations to encompass the entire branch area or region.
- Also, try to accommodate working people's schedules with the times of meetings.

Participants' Ideas for Practicing Inclusion:

(fewer in number because there is a lot of overlap between inclusion, equity, accessibility, and justice)

- Ask other groups how AAUW can support them.
- Invite members of historically excluded groups to participate in AAUW activities.
- Reach out to underrepresented schools for Tech Trek applicants.

Participants' Ideas for Practicing Diversity:

Membership

- Include members from different racial and cultural backgrounds, those with different sexual identities, and those of diverse socio-economic backgrounds.
- Ask members and guests for preferred pronouns.
- Discontinue the use of hetero-normative language and assumptions.
- Have a diverse branch board.
- Start a Diversity in Dining interest group where members try different ethnic restaurants - just for fun!

Programming and Interest Groups

- Incorporate the theme of diversity in general programs during the year.
- Create member-led interest groups in which the focus is to learn something new about world cultures.
- Start a book section to read books with themes of diversity.
- Outreach to develop shared programming with other organizations that may be more diverse than one's branch.
- Abandon the "tourist" mentality of simply visiting or sampling other cultures on your terms (not the terms of those who are of the culture) when it comes to celebrating diversity.
 - For example, no "international dinners"
 - And no celebrating Americanized versions of culture (Cinco de mayo)
- Cooking demos with the cook describing their origin story.
- Make food the starting point of having people who represent different cultures telling their cultures' stories.
- Compare traditions related to girls coming of age.

Dr. Murti's Answers to Unanswered Questions from before and during the Webinar:

How can we form successful local coalitions/find local allies?

- Do a web search for local social justice organizations whose missions align with your branch's.
- Invite these organizations to meet with your branch on a regular basis, to form a coalition and discuss how all groups can support one another.

How can we best address diversity issues as individuals as well as AAUW members?

- Emphasize individual, internal work against personal biases as being as important as the external JABEID work we do as branches.
- Regularly read books, watch online videos, listen to podcasts, and attend webinars related to JABEID, and then not only discuss them with other AAUW members but also reflect and journal about them on your own.
- Many books related to JABEID are workbooks or offer supplemental guided journals and discussion questions.
- There are also online racial healing workshops, trainings, and webinars available.
- Start with the resources available through the [AAUW Diversity Toolkit](#). Then, if you want more recommendations, contact Dr. Lata Murti: latamurti@gmail.com

How about referring to those who are overrepresented as "the traditional majority"?

- Yes! I (Lata) like this. However, it may not be understood by everyone. More conventional terms are "the majority," or, when referring to race, "white Americans."

Is Dr. Murti's volunteer community project—[Our Roots. Our Routes](#)—a 501(c)3 ?

- Yes, it is a 501(c)3. Thank you for asking!