

AAUW California DEI Peer Group

January 16, 2024



Agenda

- Introductions
- More on Cultural Humility
- Creating our DEI Strategic Plan – Environmental Scan of Branches
- Upcoming DEI Webinar- Mary Church Terrell
- Questions?



Community Agreements

- Be present. Bring your full self.
- Let go of perfection. Expect discomfort and dissonance.
- Challenge ideas, not people.
- Listen for understanding.
- Be aware of your impact, not just your intentions.
- Observe patterns of participation. Create space, share space.
- Stories stay. Lessons leave.

Cultural Humility

”To arrive at a stance of cultural humility, individuals in organizations need skills in self-reflection and identifying personal biases, methodologies for demonstrating respect for others, and mechanisms for placing different cultural backgrounds and experiences on equal footing, to eliminate a sense of superiority of any one path or background.”

(Ann Skeet, “Best Practices for Creating an Inclusive Culture Grounded in Employee Experience.”)

How Can We Increase Our Cultural Humility?

- Learn about our own cultural background and how it influences our actions, attitudes, values and beliefs. (read, reflect on upbringing and messages you were taught, consider how you have privilege)
- Develop understanding and knowledge of the worldviews of people from diverse culture backgrounds. (read, watch documentaries, listen to TedTalks, seek businesses, restaurants, cultural events of diverse cultures)
- In AAUW, nurture empathetic relationships, tell stories, always connect to the mission and vision, conduct regular organizational self-assessment, acknowledge uncertainty and change.

Environmental Scan of Our Branches

- Informal, can include branch board or others
- Use questions in AAUW Tool Kit to look at retention, recruitment, programming, decision-making, etc.
- Take notes and create a summary of your branch strengths and weaknesses.
- Where does your branch fall on the organizational spectrum?
- Send your findings to dei@aauw-ca.org
- We will use these, along with our statewide reflections, to develop our state DEI strategic plan.

Where do our branches fall?

Closed/Homogeneous	Neutral/Individualistic	Welcoming/Assimilative	Seeking/Inclusiveness
People get to be insiders mostly by being groomed and invited. Like-minded people of similar backgrounds (similar identity-group memberships) are often chosen as insiders because they are a comfortable "fit."	The route to becoming an insider is open but not well-marked. Individuals need to figure out for themselves how the insider culture works and how to fit in.	Newcomers are welcomed and current insiders readily help them learn the ropes. Still, fitting in with the current culture is still key.	Current insiders actively recruit newcomers and value diversity. Insiders are willing to change themselves and the culture to make room for new people with diverse perspectives, ideas and ways of working together.

Environmental Scan in AAUW Tool Kit

<https://www.aauw.org/resources/member/governance-tools/dei-toolkit/diversity-officer/>

Who is Mary Church Terrell?

- Born a slave in 1863, Mary Church Terrell became a prominent activist during her time
- Founding member of the NAACP, first president of the National Association of Colored Women
- Collaborated with Frederick Douglass, Ida B. Wells, W.E.B. Du Bois
- Worked to integrate AAUW, one of the first Black members
- Unceasing Militant: The Life of Mary Church Terrell by Alison M. Parker- Dr. Parker will be our guest speaker for February 4 webinar

Questions?