

DEI Peer Group Meeting

October 17, 2023

Charmen Goehring, AAUW California DEI Chair

Carmen Hobbs, Consultant

Dr. Lata Murti, Consultant





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.

AGENDA

- Introductions- 5 min
- The plan forward-5 min
- Cultural humility as step one-5 min
- Resources - AAUW California and National- 10 min
- Questions- 5 min

“Office hours” for individual situations, concerns, etc. –Everyone is excused unless they have a specific issue they want to discuss.

Who We Are

- Charmen Goehring- Mother, daughter, sister, Gigi, friend, special education teacher, equity liaison at work, traveler, ally.
- Carmen Hobbs—Retired Nurse Consultant with experience writing public policy at the State level, ensuring that vulnerable populations have access to equitable healthcare. I enjoy baking, traveling, gardening, and spending time in nature.
- Dr. Lata Murti- Professor, consultant, poet, radio host, community collaborator, mother, daughter, wife, dog mom.

Who You Are And What You Can Do

- DEI Branch Coordinator Duties
 - (This is not an exhaustive list!)
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- Discuss DEI related terminology with branch members and identify key concepts such as justice, accessibility, belonging, equity, inclusion, intersectionality, and diversity
 - Encourage branch board/committees to create and follow Community Agreements
 - Model behavior that fosters an inclusive environment of belonging
 - Promote diversity in branch programming
 - Provide members assistance and support in discussing DEI concepts and concerns
 - Practice how to have difficult conversations
 - Model behavior that shows a willingness to address one's own implicit biases, demonstrating cultural humility, and apologizing sincerely
 - Share resources with branch members
 - Encourage branch board and committees to use Equity Lens or JABEID Checklist for all planned activities
 - Foster external collaborations with community groups with similar mission
 - Seek help for answers when you need them!

Building Organizational Understanding of DEI



Stepping back to create
a strategic plan



Focus on cultural
humility



Continued support for
branch DEI coordinators



"Selling" DEI from the
top down

- Definition- A personal lifelong commitment to self-evaluation and self-critique whereby the individual not only learns about another's culture, but one starts with an examination of their own beliefs and cultural identities. It is recognizing the power dynamics and imbalances, having a desire to fix those power imbalances and to develop partnerships with people and groups who advocate for others. It is holding institutions (like AAUW) accountable.
- Why- It acknowledges that we won't ever have all the answers, it allows us to be "other-oriented," it works to reduce negative power balances and holds us accountable. It readies us to be in partnership with others.
- How- Examining our own implicit biases and assumptions, learning about how systems discriminate and work to disrupt those processes, continued reading/trainings/learning.

Cultural Humility

Video clip

<https://www.youtube.com/watch?v=MMQdoGCdSyg>

Resources

[AAUW California webpage](#)

[AAUW National Toolkit](#)

[Google Doc](#)

