



## Statement on Diversity, Equity, and Inclusion

AAUW California stands firm in its commitment to Diversity, Equity, and Inclusion (DEI), [in line with the Diversity, Equity, and Inclusion Strategic Plan, 2024-2027](#), and despite current political efforts to eliminate its mention and practice.

As such, we continue to support AAUW California branches in their DEI efforts and to encourage them to take action in the following ways:

- Explore and discuss the resources available through the [AAUW Diversity, Equity, and Inclusion Toolkit](#).
- Adopt an [Equity Lens](#).
- Follow the [JABEID Checklist](#) when planning programs.
- Take one or more of the AAUW California Public Policy Team's [Actions to Fight Project 2025!](#)
- Participate in AAUW DEI Peer Group Meetings. (See the calendar on the AAUW CA website.)
- Reflect on the following questions, inspired by Dr. Shawn A. Ginwright's [The Four Pivots](#), individually and as a branch:
  - What biases have I (or we) observed in AAUW or in other organizations to which I (or we) belong?
  - How have I (or we) contributed to these biases and perpetuated them?
  - How can I (or we) heal from these biases and their impact?
  - How can my (or our) healing help others in AAUW and in our communities not experience or perpetuate these same biases?