

Welcome

Presentation materials:

- Download the presentation from the AAUW California website home page.
- The meeting recording, a summary Q&A document and example documents will be posted following the meeting.

Questions:

- Use the Q&A function to pose a question. We'll stop periodically to answer general questions.
- Chat has been disabled.

The screenshot shows a Zoom 'Question and Answer' window. At the top, there are two tabs: 'All questions (1)' and 'My questions (1)'. A red dashed arrow points from the text 'Check here for answers to all questions.' to the 'All questions (1)' tab. Below the tabs, a message from 'You' at 09:45 AM asks 'Where can I download the presentation?'. A 'Collapse all (1)' button is visible. Below that, a message from 'AAUW California' at 09:46 AM is shown. At the bottom, there is a text input field with the placeholder 'Type your question here...'. A red dashed arrow points from the text 'Type your question here.' to this input field. In the bottom left corner, there is a message: 'Chat has been disabled. Use the Q&A function'. At the bottom of the window, there are two circular icons: 'Chat' (highlighted with a yellow circle) and 'Q&A' (highlighted with a red circle). A red dashed arrow points from the 'Q&A' icon to the text 'Type your question here.'. In the bottom right corner, there is a red 'Leave' button.





AAUW California DEI Statewide Chat November 3, 2022



Welcome



Stormy Miller Sabia, Director
AAUW California
Diversity, Equity & Inclusion (DEI)



Julia Brown
AAUW Board Chair



Melissa LaDuke
AAUW Diversity, Equity and
Inclusion (DEI) Chair

Agenda

- AAUW California DEI Committee - membership composition, charge, goals for the year
- Promote the national training and DEI resources available
- Questions and answers with Julia Brown and Melissa LaDuke
- Questions/comments from attendees
- Membership kudos
- 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 to Expect From the DEI Committee This Year!

- Four **DEI Statewide Chats** with guest speakers within and outside of AAUW,
- **Quarterly conversations** with DEI Officers/Coordinators to foster mentorship and support in this role. **COMING December 1st!**
- 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,





Updates from Your National I&E Committee

Roadmap

- Who We Are
- National I&E Committee Goals and Progress – FY23
- Feedback Forum

National I&E Committee Charter Responsibilities

- Create and maintain a Diversity Toolkit to serve as an ongoing resource for how to attract and retain a diverse membership through programming and community outreach and serve as a resource for training;
- Provide additional resources and training to members to assist with building competencies around inclusive behaviors;
- Where appropriate, partner with the Member and New Audience Engagement Subcommittee on ways to reach new and diverse audiences and help ensure that AAUW programs address and reflect issues of intersectionality;
- Assist other AAUW committees in incorporating inclusion and equity into their work;

National I&E Committee Charter Responsibilities

- Recommend priorities and provide guidance in the design and implementation of other programming, trainings, webinars and other activities to help AAUW members gain the interest, knowledge and skills necessary to meet the needs of and reflect the diverse communities served by the organization;
- Support AAUW affiliates in the implementation of diversity and inclusion efforts;
- Develop an annual action plan to carryout Committee responsibilities;
- Recommend metrics for diversity, inclusion, and intersectionality goals within AAUW's strategic plan

National I&E Committee Charter Responsibilities

- Recommend to the board for its approval policies and guidelines on diversity, inclusion, and equity;
- Engage in a process of ongoing & collective learning focused on diversity, equity, inclusion, and intersectionality and report to the board on such activities and learning.
- In collaboration with the Chief Administrative Officer, engage in planning events and activities designed to help members enhance diversity, inclusion, and intersectionality awareness and appreciation;
- Review and assess the effectiveness of the Committee and this charter;

Who We Are

<u>Name</u>	<u>Position</u>
Melissa (Ingram) LaDuke	Chair
Trish Garner	Member
Jordan Glover	Member
Mark Hamilton	Member
Constance Hope	Member
Tiffany Jacobs	Member
Ivana Marshall	Member
Suzanne Mercer-Young	Member
Ana Nygren	Member
Jesse Ohrenberger	Member
Cyndi Shanahan	Member
Edwina Martin	Board Liaison
Shaila Rao Mistry	Board Liaison

National I&E Committee Goals

- Goal #1: Increase sharing of resources among Diversity Officers with oversight/assistance from the I&E Committee
- Goal #2: Draft and execute Diversity Officer training
- Goal #3: Strengthen collaboration between the Advancement Committee and Inclusion and Equity Committee for shared events and communication
- Goal #4: Develop, present, and launch two additional “plug and play” programs and associated webinars for branch and state affiliate use

National I&E Committee Goals

- Goal #1: Increase sharing of resources among Diversity Officers with oversight/assistance from the I&E Committee
 - Diversity Officer Meetings
 - Best practices discussed
 - Any desired documents shared via email
 - Working with AAUW Communications Team to create space within the DEI Toolkit to post resources
 - Will publish link as soon as it is live

National I&E Committee Goals

- Goal #2: Draft and execute Diversity Officer training
 - Successfully executed first set of Diversity Officer training
 - 10 and 17 Sep
 - Focused on roles/importance of Diversity Officers and DEI Toolkit
 - Links to recordings will be posted on AAUW website in the Diversity Officer section of the DEI Toolkit
 - Next training will be 29 Oct and 5 Nov
 - 29 Oct: 10am-12pm ET
 - 5 Nov: 3pm-5pm MT
 - Topics include emotional intelligence, creating an inclusive experience, recruiting diverse members, and collaborating with culturally-based initiatives
 - Links for registration will be sent shortly and be included in Membership Matters

National I&E Committee Goals

- Goal #3: Strengthen collaboration between the Advancement Committee and Inclusion and Equity Committee for shared events and communication
 - Both chairs attend each other's meetings to see opportunities for collaboration
 - Taking lessons learned from individual and shared tasks/issues
 - Looking for ideas to include more written updates for both committees

National I&E Committee Goals

- Goal #4: Develop, present, and launch two additional “plug and play” programs and associated webinars for branch and state affiliate use
 - 2 December @ 2pm PT/11am ET
 - A Deeper Dive – Courageous Conversations
 - Next webinar will be Spring 2023
 - Would love to hear from you for ideas!

Feedback Forum

- In general, how are we doing?
- How do the national goals either supplement or support your state or branch goals?
- What could we be doing for you that we have not discussed?

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Together, we can achieve a vision of equal opportunity for all

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Membership

AAUW is a community of more than 170,000 people standing strong for gender equity. Your membership makes our powerful voice even louder on critical issues affecting women and girls.



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- [Governance & Tools](#)
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Equity Now

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[LEARN MORE >](#)



SEARCH

DEI toolkit



ity Now

Governance & Tools



State & Branch Tools

AAUW proudly supports nearly 1,000 branches across the U.S., including Alaska, Hawaii, Guam and Puerto Rico.



Diversity, Equity & Inclusion Toolkit

AAUW seeks to promote inclusion and awareness for all members to create an equitable, sustainable





Toolkit Resources

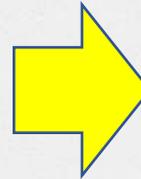
[Our Commitment](#) >

[Getting Started with Difficult Conversations](#) >

[Key Terms & Concepts](#) >

[Dimensions of Diversity & Identity](#) >

[What's Next?](#) >



DIVERSITY, EQUITY & INCLUSION TOOLKIT

— Key Terms & Concepts



This toolkit explores the importance of diversity, equity and inclusion. The terms cut across all facets of life — from access to education, to fairness in pay and salaries, to career advancement, and even homeownership. But what exactly do we mean when we say diversity, equity and inclusion?

When discussing issues of diversity, equity and inclusion, it is important to understand the nuances of the language we use. In this resource, we will go over some key terms and concepts to aid you in your DEI journey.

Terms and concepts covered in this resource:

Terms and concepts covered in this resource:

- [Diversity](#)
- [Inclusion](#)
 - [Diversity vs. Inclusion](#)
 - [Inclusion vs. Belonging](#)
- [Equity](#)
 - [Equity vs. Equality](#)
- [Intersectionality](#)
- [Unconscious bias](#)
- [Allyship](#)
- [Privilege](#)
- [White supremacy](#)
- [Social justice](#)

Readings:

● **Print Materials:**

- Carr-Ruffino, N., *Managing diversity: People skills for a multicultural workplace* (7th ed.) Boston: Pearson, 2006.
- Cox, T. Jr. & Beale, R. L., *Developing a competency to manage diversity*. San Francisco: Berrett-Koehler Publishers, Inc., 1997.
- Henry III, W., “Beyond the melting pot.” *Time* (April 9, 1990): 28–31.
- Ho, L., *Cross-cultural swinging: A handbook for selfawareness and multicultural living*. Canada: Pacific Asia Press, 1990.
- Stewart, C., *Sexually stigmatized communities: reducing heterosexism and homophobia*. Thousand Oaks, CA: Sage Productions, 1999.
- *Straight Talk About Disability brochure*. Chicago: Rehabilitation Institute of Chicago, 1998.
- Tannen, D., *You just don’t understand: Women and men in conversation*. New York: Ballantine Books, 1990.
- Tatum, B. D., *Why are all the Black kids sitting together in the cafeteria?* New York: Basicbooks, 1997.

- Tannen, D., You just don't understand: Women and men in conversation. New York: Ballantine Books, 1990.
- Tatum, B. D., Why are all the Black kids sitting together in the cafeteria? New York: Basicbooks, 1997.
- Thomas, R. R. Jr., Beyond race and gender. New York: AMACOM, 1991.
- Thomas, R. R. Jr., Building a house for diversity. New York: AMACOM, 1999.
- Tiedt and Tiedt, Multicultural Teaching (4th ed.). Boston: Allyn & Bacon, 1995.
- Smith, B., Miller; A. W., Archer, T., and Hague, C. Working with Diverse Cultures Factsheet. CDFS-14. This is a publication of Ohio State University Extension.

● **Websites:**

- [Harvard Digital Book Display](#)
- [Harvard Faculty Research Library](#)
- [103 Things White People Can Do for Racial Justice](#)
- [What is Diversity and Inclusion?](#)
- [Diversity and Inclusion Ideas and Tips](#)
- [An overview of diversity awareness](#)

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- [Unconscious bias](#)
- [Allyship](#)
- [Privilege](#)
- [White supremacy](#)
- [Social justice](#)

Readings:

● **Print Materials:**

- Brown, Jennifer. *Inclusion: Diversity, the New Workplace and the Will to Change*. Hartford, Connecticut: Publish Your Purpose Press, 2017.
- Jana, Tiffany. *Subtle Acts of Exclusion: How to Understand, Identify, and Stop Microaggressions*. Oakland, California: Berrett-Koehler Publishers, 2020.
- Tatum, Beverly Daniel. *“Why Are All the Black Kids Sitting Together in the Cafeteria?”: and Other Conversations about Race*. New York, New York: Basic Books, 2017.
- Winters, Mary-Frances. *We Can’t Talk About That At Work!: How to Talk about Race, Religion, Politics, and Other ... Polarizing Topics*. New South Wales, Australia: Read How You Want, 2017.

● **Websites:**

- [Annotated listing of readings on various topics around inclusion \(University of Michigan\)](#)
- [Recommended resources on inclusion \(The Heller School for Social Policy and Management at Brandeis University\)](#)
- [DEI reading list \(University of Missouri-Kansas City\)](#)
- [Downloadable reading list](#)

Contact Us!

We love feedback!

Please submit any concerns or inputs to
diversity@aauw.org

Membership Kudos!

Opportunity for 1 minute comments speaking to the good work you are doing within your branch to promote diversity, equity, and inclusion!



Thank you!

We'd like your feedback to inform our work and planning for future DEI
Statewide Chats!

[DEI Statewide Chat Feedback Form](#)

You can reach the AAUW California DEI Committee at:

diversity@aauw-ca.org

