



**LEAGUE LEADERS LUNCHEON OCTOBER  
26, 2019**

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**DIVERSITY EQUITY AND  
INCLUSION**



## Diversity Equity and Inclusion (DEI) Policy

*Adopted from LWVUS June 24, 2019*

The League of Women Voters is an organization fully committed to diversity, equity, and inclusion in principle and in practice. Diversity, equity, and inclusion are central to the organization's current and future success in engaging all individuals, households, communities, and policy makers in creating a more perfect democracy.

There shall be no barriers to full participation in this organization on the basis of gender, gender identity, ethnicity, race, native or indigenous origin, age, generation, sexual orientation, culture, religion, belief system, marital status, parental status, socioeconomic status, language, accent, ability status, mental health, educational level or background, geography, nationality, work style, work experience, job role function, thinking style, personality type, physical appearance, political perspective or affiliation and/or any other characteristic that can be identified as recognizing or illustrating diversity.



**DIVERSITY IS BEING INVITED TO THE  
PARTY; INCLUSION IS BEING ASKED TO  
DANCE.**

**Vernā A. Myers**

# TED TALK VERNĀ MYERS: HOW TO OVERCOME OUR BIASES? WALK BOLDLY TOWARD THEM.



Watch at the following link:

[https://www.ted.com/talks/verna\\_myers\\_how\\_to\\_overcome\\_our\\_biases\\_walk\\_boldly\\_toward\\_them](https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them)

## UNCONSCIOUS BIAS (IMPLICIT BIAS)

- ▶ Prejudice or unsupported judgments in favor of or against:
  - ▶ Something
  - ▶ A Person
  - ▶ A Group
- ▶ Compared to another in a way that is usually considered unfair

## HOW DOES THIS HAPPEN?

- ▶ Research suggests:
- ▶ Occurs automatically
- ▶ Brain makes a quick judgment
- ▶ Based on past experiences and backgrounds
- ▶ Tend to be exhibited toward minority group
- ▶ Based on factors such as class, gender, sexual orientation, religious beliefs, age, disability and other factors

## THAT'S HOW WE'VE ALWAYS DONE IT

- ▶ **PREFERENCES (P)**

- ▶ Telephone, Text, Email

- ▶ **TRADITIONS (T)**

- ▶ Meeting at a League Members Home, Serving wine and snacks

- ▶ **REQUIREMENTS (R)**

- ▶ The League is non-partisan



## HOW TO MANAGE TOWARDS THE REQUIREMENT

- ▶ List your requirement or desired outcome
- ▶ Be explicit about your preferences and traditions and why they exist
- ▶ Be flexible and seek other perspectives
  - ▶ Helps separate your preferences and traditions
  - ▶ Sometimes we need to let go of our preferences and traditions

## WHY TRY THE PTR APPROACH?

- ▶ Question the Status Quo without accusing colleagues of being biased.
- ▶ It has proven to be effective.
- ▶ Works across languages
- ▶ Straight forward approach
- ▶ Increases conversation and everyone can participate and feel included

## GROUP DISCUSSION

- ▶ Keep in mind your Preferences and Traditions
- ▶ Think about what you heard in the Ted Talk
- ▶ Table Discussions- 15 Minutes
  - ▶ List one way Unconscious Bias and our **P's** and **T's** may be keeping us from being inclusive?
  - ▶ List one action your local league could take to increase Diversity-keeping in mind where you are located and your demographics