

Diversity refers to population groups that have been historically underserved in socially, politically, or economically powerful institutions and organizations.

Equity prioritizes efforts to ensure the most underserved and marginalized among us have as much of an opportunity to succeed as the most well-served and advantaged.

Inclusion refers to the degree in which a diverse set of individuals are able to participate fully in collaboration, strategizing, and decision making within an organization or group.

Question 1: Describe the project or activities your league has been working on in the DEI space

- Being a member of the Diversity Committee and integrating those efforts into other committees and all events. Making sure DEI committees aren't the only committees doing DEI work.
- Establish a DEI commission, series of lectures on DEI topics including the history of numerous marginalized groups, educating people.
- Partnerships with other community organizations. Be visible within the community. Always think of who the stakeholders are and who needs to be brought into the conversation - it is an ongoing process. Having all forums translated into Spanish and making sure resources are available to all community members. Diversifying membership - making their League reflect the community they live in.
- If you're doing the work correctly, it never ends. We have to continue to work hard to include people and educate ourselves. Targeted recruitment efforts - recruit more people of color, youth, folks with disabilities, bilingual people, etc.

Question 2: How do you make inclusion a focus in your League?

- Demonstrated commitment to DEI efforts and solidarity with marginalized communities within the League. Making people with intersectional identities feel valued and feel heard. Acknowledgment of the historical trauma and engaging in difficult conversations. Integrating DEI into everything.
- DEI committee working closely with their board. Hosting events on DEI issues. The League can be a facilitator.
- Taking the lead from partner organizations, rather than coming into communities - as the League is a predominantly white organization. Thinking about how we can best serve the community. People and groups already doing the work need more hands, and the League can help in that way.
- Authenticity and welcoming. DEI-B. Belonging is a necessary aspect of this work - and it needs to be genuine. Welcome people to the point where they can be themselves, and that creates inclusion.

Questions 3: What are the challenges you are facing in doing this work

- There are many, and that is normal. DEI work in on going and not achieved. The challenge is in recruitment. There is also burnout - for people of color, educating predominantly white organizations about DEI can be extremely exhausting.
- Some communities are not as diverse. Collaboration needs to be more highly prioritized.
- Diversifying the League to make it look like the community, but no one wants to be the only one in the room. Overcoming that hurdle of how to make people feel welcome to join when they don't see themselves reflected.
- Individuals are at different levels of understanding. Language is a barrier. There are many people in the community whose first language is not English. Difficult conversations about race. Try to do too much too fast - we want the end result right away. Pin point and succeed at the small things and they will develop into the bigger picture.

Question 4: What goal(s) are you Leagues looking to achieve in the DEI space?

- Develop more intentional partnerships.
- More opportunities to collaborate.
- Continue to make sure translations are available and resources are accessible to the community. Strengthen partnerships within the community and remain focused on inclusion. Be of service.
- Apply the DEI lens to everything: translations, partnerships, speakers, and forum topics. It is everyone's job - not just the DEI committee. Ongoing education. Growing membership.