

DEI INTENT & IMPLEMENTATION ON A STATE LEVEL
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KEY PLAYERS: State Board, Branch Presidents, National Rep, Membership and/or DEI member

STRATEGY: Familiarize oneself with National AAUW Agenda and DEI resources. Avail yourself to branches for presentations, guest appearances, meetings, and phone calls.

Survey the branches to understand where they are in terms of diversity of membership and activities for inclusion

Train and/or expose State Board members to various DEI initiatives and the National website for further information:

<https://www.aauw.org/resources/member/governance-tools/dei-toolkit/>

Learn the dimensions of diversity: gender, religious beliefs, race, marital status, ethnicity, parental status, age, education, physical and mental ability, income, sexual orientation, occupation, language, geographic location, veteran status

Implement DEI at every state event and when delivering to Branches: presentations should Incorporate light hearted videos, quotes

Keep up with trends in the DEI Space

OBJECTIVE: Increase the sustainability of AAUW by diversifying membership through nurturing a more inclusive organization. We cultivate an environment that encourages idea exchange, mutual respect, and value for other which promotes all members to pursue leadership.

RESOURCES: National AAUW website as a basis to keep a unified voice. United Nations and Cultural websites to get the most accurate information for various aspects of the diversity spectrum

<https://www.uso.org/stories/2699-what-is-military-appreciation-month#:~:text=Military%20Appreciation%20Month%20was%20initially,so%20much%20for%20our%20freedom>

<https://www.worktango.com/resources/articles/dei-planning-calendar-for-2023>

<https://implicit.harvard.edu/implicit/selectatest.html>

nativeamericanheritagemonth.gov

Books on Feminism and the CrossRoads of Intersectionality

- In Search of Our Mothers' Gardens: Womanist Prose by Alice Walker
- Mujerista Theology, Ada M. Isasi -Diaz
- I Am Woman, Native American Perspective on Feminism and Sociology by Lee Maracle
- Women, Race & Class Paperback by Angela Y. Davis
- White Privilege Unmasked: How to Be Part of the Solution by Judy Ryde
- Feminism Is for Everybody: Passionate Politics by Bell Hooks
- Making Space for Indigenous Feminism, 2nd Edition Edited by Joyce Green

Suggested Authors for Diverse Reads

- Ta-Nehisi Coates
- Ibram x Kendi
- Robin DiAngelo
- Dr. Jennifer Eberhardt
- Isabel Wilkerson

EXECUTION: Have effective meetings, presentations, and/or discussions at a branch and state level. It helps to get the temperature and/or expectations of the branch and/or board.

If they don't know what they want, ask questions and have them work with or poll their members to learn a little more about demographics of the area, current events, and history of area and organization. Also, have them ally with other organizations.

MATERIALS NEEDED: Slide decks, accompanying handouts (optional), Compassion and Patience

COMMENTARY: Always foster an environment in which attendees feel safe in sharing their ideas and questions. Announce this is a safe space, we are here to learn, so no judgment nor condemnation is allowed. We are all at different levels in our DEI journey.

It's always good to do exit polls to understand what they took away or what they would like to see or learn more about, as well as what may be their next steps in DEI for their branch.