



DIVERSITY, EQUITY, AND
INCLUSION
RESOURCES



Diversity, Equity, and Inclusion

Why do AAUW Members Care?

AAUW Mission

To advance gender equity for women and girls through research, education and advocacy.

AAUW Vision

Equity for all

AAUW Values

Nonpartisan

Fact-based

Integrity

Inclusion

Intersectiona

lity



AAUW VA Strategic Plan and DE&I

- ◆ Provide Virginia AAUW branches with programming, resources and leadership on diversity, equity, and inclusion; and collaborate with Virginia AAUW branches, college/university member representatives, other AAUW state organizations and with national staff to listen, learn and take actions that make a difference in community efforts to end systemic racism.
- ◆ Maximize opportunities to collaborate with other organizations with diverse memberships who support similar issues and initiatives as AAUW-VA.

Diversity, Equity, and Inclusion is highlighted two times in the [AAUW-VA 2020 – 2022 Strategic Plan](#)

Potential organizations like YWCA, NCNW and League of Women Voters.

Public Policy and DE&I AAUW-VA will be working together to help out in this area.



What Is Your Goal For DE&I?

- ◆ Educate ourselves about diversity, equity, and inclusion
- ◆ Increase diversity, equity and inclusion of our membership
- ◆ Advance equity and inclusion in our community

We are each in a different spot in our DE&I journey. What is your goal? The goal of your branch?



Educate ourselves about diversity, equity, and inclusion

The [AAUW Toolkit helps us understand difficult conversations.](#)

Use this resource to discuss how you are going to approach the conversations you need and want to have.

This is important so that you create a safe place to have discussion that are difficult, and so that all individuals feel heard.

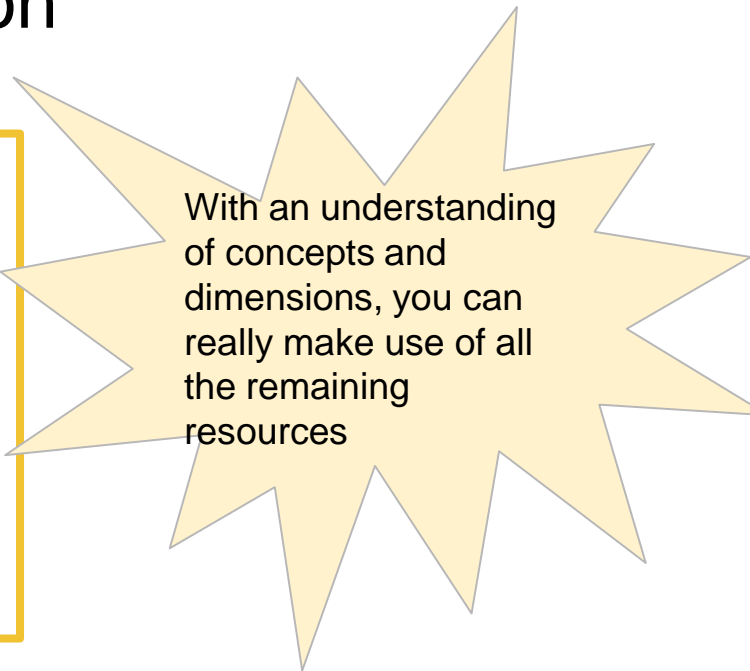
Understand that these are difficult concepts to discuss, participants in conversation need to feel safe



Educate ourselves about diversity, equity, and inclusion

Once you have identified how to have the conversations, then identify the concepts you want to know more about. A great place to start is learning the terminology. This is also on the [AAUW Toolkit](#)

Once you understand the terms, then you can begin to explore the [dimension of diversity](#), what makes us unique. This is also found on the toolkit.



With an understanding of concepts and dimensions, you can really make use of all the remaining resources



Educate ourselves about diversity, equity, and inclusion

Our [AAUW-VA DE&I](#) page has resources including:

- ◆ Activities
- ◆ Articles
- ◆ Books
- ◆ Videos

With familiarity of all of these concepts, the resources on AAUW-VA will be very important to review.



Increase diversity, equity and inclusion of our membership

- ◆ Identify someone in charge of leading this effort – it could be your Diversity Liaison or your Membership Chair, or someone else who is interested
- ◆ Be sure to be inclusive, and create a committee of interested parties
- ◆ Create your roadmap
 - [Environmental Scan](#)
 - Scope
 - Timeline
 - Materials Needed


The roadmap for increasing diversity within your branch is found in the [AAUW Toolkit](#)



Advance equity and inclusion in our community

Here are just a few of the great ideas:

- From Virginia Beach – REACH Book Collection with a focus on books with black and brown characters and those written by black and brown authors
- Women Building Cross Cultural Friendships. In conjunction with a local library a meeting was hosted in a speed dating type format with 5 women in each of 10 groups. There were 3 images that were used to start the conversation
- Speakers from local colleges or government who run DE&I initiatives are popular
- Book and film groups focused on diversity topics.



AAUW VA
branches have
loads of great
ideas for this



One last resource

Join AAUW's Equity Network

[The Equity Network](#) is advancing the conversation and leading the charge to achieve equity for all.

Being part of the Equity Network community provides access to:

Equity Express newsletter

Priority registration for AAUW events

Learning sessions on topics such as: Advocating for Policy Change, Work Smart Salary

Negotiation Skills, Diversity and Inclusion, and Empower: A Path to Leadership

Leadership forums about issues including: Allyship for All Genders, and Embracing Intersectionality

And more!



Last thoughts

Please start with where your branch is now – and what is interesting to your branch members

Don't bite off more than you can take on

Remember, there are lots of resources available to you

New resources are being added to AAUW-National and AAUW-VA website all the time, make sure you continue to go back to see what you might want to learn more about

Reach out if you need help!