

## Warren County League of Women Voters Diversity, Equity, and Inclusion Policy

The Warren County 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, Equity, and Inclusion Policy, Statement of Implementation:

Our work should be measured against the yardstick of a DEI Lens the goal being to ensure that all members, volunteers, and the public are treated with respect and that League and League endorsed activities are welcoming to all individuals, groups, and communities.

In order to build and maintain equity within the organization, the Board of Directors has established the following guidelines:

1. All Board members are expected to understand, demonstrate good faith and practice adherence to the Diversity, Equity, and Inclusion Policy, as written. Examples include but are not limited to partnerships, outreach events and membership training,
2. All DEI statements may not lessen or diminish the intention and impact of the League of Women Voters Diversity, Equity, and Inclusion policy. We encourage reading and displaying the DEI Policy.
3. Diversity, Equity and Inclusion should be actively sought, not just in membership development, but in recruitment for leadership and full representation in policy-making and leadership positions.
4. Transparency is expected in all areas of League work, including recruitment, policy-making, and decision-making.
5. Meetings and activities should be welcoming for all and consider the time, place, cost, and comfort-level of everyone. Community outreach initiatives should be inclusive to everyone.
6. The league shall provide appropriate and ongoing Diversity, Equity, and Inclusion training to its members. Leadership should participate in LWV PA equity training and support and implement League endorsed equity practices.
7. Should a LWV Board Member, or any other member, be confronted with a situation involving a question of discrimination or other violation of rights:
  - Report to and consult with the LWVPA
  - Seek reconciliation through consideration of all parties involved.
  - Implement agreed upon changes that will resolve and prevent future acts of discrimination or abuse.
  - Enact new strategies and programs which ensure full inclusion and equity.