



## **DEI Presentation: Advancing our Mission through Equity & Inclusion**

Title: Diversity, Equity & Inclusion (DEI)

What is DEI:

- **Diversity:** The presence of differences within a setting, including race, gender, religion, sexual orientation, ethnicity, nationality.
- **Equity:** The process of ensuring that systems, policies, and practices are fair, just, and impartial, providing everyone with the unique resources and opportunities needed to reach an equal outcome.
- **Inclusion:** The practice of creating an environment where all individuals feel welcomed, respected, supported and valued, allowing them to fully participate.

**Why DEI Matters:**

- Stronger teams and better decision making
- Increased innovation and creativity
- Higher engagement and retention
- Ethical responsibility and social impact

**Common Misconceptions**

- DEI lowers standards – no, it removes barriers
- DEI is only about race or gender – It includes ability, age, religion, culture, neurodiversity.
- DEI is political – It's about fairness and respect

**Equity v Equality**

- Equality: Everyone gets the same support
- Equity: People get what they need to succeed

**Inclusion in Action**

- Listening to different voices
- Psychological safety
- Fair policies and practices
- Accountability at all levels

**Unconscious Bias**

- We all have biases – it's human
- Bias affects hiring, feedback, teamwork, and leadership
- Awareness + intentional action reduces impact



### **What We Can Do (Individually)**

- Use inclusive language
- Stay curious, not defensive
- Speak up respectfully

### **What We Can Do (Organization)**

- Fair policies and transparent processes
- Continuous education
- Measure progress

### **DIVERSITY, EQUITY & INCLUSION (DEI)**

Statement of Position: LWV is an organization fully committed to diversity, equity, and inclusion in principle and in practice to all persons, regardless of their race, color, gender, religion, national origin, age, sexual orientation, or disability. 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.

*Ida Campbell*

Ida Campbell, Chair  
Diversity, Equity & Inclusion Committee