

LWVBCo DEI Task Force
May 2021

Goal of DEI Task Force: Increase inclusivity and diversity in league membership, activities, and the work we do.

The three highest priority objectives identified by the Task force are:

- Advocate for racial justice efforts in the County Council (3) It might be good to list what we think these are.
- Increase distribution of *Voters' Guides* to more diverse communities (3)
- Shift thinking to consider the needs of diverse groups (DEI Lens) when planning all league activities, documents, projects, etc. (2)

Increase League inclusivity by:

- shifting our thinking to consider the needs of diverse groups (DEI Lens) when planning all league activities, documents, projects, calendars, etc.
- educating ourselves on the issues important to people of color, LGBTQ+ people, and young voters.
- identifying groups that serve diverse communities in Baltimore County (NAACP, Black sororities, etc) and understand their goals and priorities.
- adding a DEI policy to our Bylaws at the Annual Meeting.
- suggesting that the book club select books related to DEI issues.
- using pronouns when identifying ourselves in written and virtual communications.
- creating a Community Agreement for meetings and events.

Involve more types of people in League activities by:

- providing service learning hours and promoting civic education in BCPS.
- creating twitter and Instagram accounts
- encouraging members to invite diverse friends to league events.
- encouraging Board members to participate in other organizations. Implicit bias training for our board members
- working with groups led by people of color, LGBTQ+ people, and young people in Baltimore County on civic education, voting rights, voter registration, etc.
- holding events in areas where we have few members (Randallstown, etc.)

Apply a "DEI Lens" to League work by:

- increasing distribution of *Voters' Guides* to more diverse communities.
- advocating for issues that are important to BIPOC, LGBTQ+, and students in Baltimore County . Health care, affordable housing, education
- educating our membership about legislation related to DEI (police reform, trans panic defense, etc.)
- advocating for racial justice efforts in the County Council.