

Review of DEI Committee Objectives Accomplished in 2022-23

Objective: The DEI committee will invite two main speakers on diversity issues.

Status Update:

- October 8, 2022 Tashyra Jackson from HOPE RESTORES Fighting for black equality. Hope Restores purpose is to support, advocate, listen, and bridge the gap between African Americans in our community.
- February 11, 2023: Panel Discussion- a panel of persons who have been marginalized in our society discussed and shared their experiences. "Reflections of Everyday Life for Women: Diversity, Equity, and Inclusion in Western Wisconsin" Facilitator: Diana Elena Moran Thundercloud Panel: Choya DuBois and Jean Stacy-Snow

Objective: The DEI committee would like 15-20 minutes for a presentation or activity at the general meeting. This is to help members understand or look at various DEI topics. Two of these presentations per semester will be scheduled. Each committee member would be responsible for planning one of the sessions. The presentations will be called Inclusion Infusion.

Status Update:

Presentations/Activities Spearheaded by DEI Committee (Inclusion Infusion)

- November 12, 2022: Dimension of Diversity chart, how people are valued and the difference between diversity, equity, and inclusion. Erica Koonman (Appendix I)
- December 10, 2022: Understanding Unconscious Bias. Carlene Roberts (Appendix II)
- January 14, 2023: Creating Allyships/ Intersectionality Identified Diana Elena Moran Thundercloud (Appendix III)
- April 8, 2023: Creating Inclusive Spaces. June Reinert (Appendix IV: AAUW Creating Inclusive Spaces)

Additional Activities/Meetings Supporting DEI Committee Work

- September 13, 2022: Advocacy Through the Decades for Women-Centennial Celebration
- November 12, 2022: Sr. Theo Bowman Center History and her advocacy efforts. Sr. Laura Nettles, FSPA
- December 10, 2022: Food Insecurities in the region- Wafer Food Pantry, Mark Solyst
- January 14, 2023: Diversity and Inclusion- a woman of colors journey, Barbara Stewart, former Vice Chancellor DEI, UWL
- November 12, 2022: Dimension of Diversity chart, how people are valued and the difference between diversity, equity, and inclusion. Erica Koonman

Objective: The DEI committee will submit an article for the Current monthly. The Current is our branch's newsletter.

Status Update:

- Person in Charge: Chair of the DEI committee or assigned member of the DEI committee, as assigned by the chair.
- Date to be accomplished: June 2023

Tasks: The designated person will assure that Erica gets these monthly before the 18th of the month.

- Follow up with feedback and discussion if needed.

Results: Completed and Ongoing

Objective: The DEI committee will submit articles or announcement of meetings for Facebook and Twitter.

Status Update:

- Person in Charge: Diana, committee member

Tasks:

- Announcements were made on Facebook as well as the webmaster published information on the AAUW Website
- The committee having the event, recruitment material, and the Membership Directory should have a statement on their material that reads: When you send out the invitation or notice, include a welcome message to let invitees know they can contact the planner regarding accommodations. Your message might include text such as:

Objective:

“We strive to host inclusive, accessible events that enable all individuals, including individuals with disabilities, to engage fully. Accommodation requests related to a disability or health condition should be made to the AAUW branch program committee.”

Person Responsible: Committee heads, program planners

Tasks: Ongoing.

- Completed, should be carried out annually in the Membership Directory.

Objective: A job description will be developed for a diversity internship for our branch, offered to students at UWL or Viterbo. See the Job Description which is attached.

- Various diversity offices will be contacted to see if they have any students interested in applying for this internship. A small fee will be paid by AAUW to the intern. This position will report to the DEI chair.
- Person Responsible: Chair of the Diversity Committee
- Date to be Accomplished: June 2023
- Results: No one applied, will relook at next year

Collaborate efforts with other La Crosse Groups

AAUW was invited as part of the La Cross Public Library series, Movies with a Mission, because March is Women’s History Month.

“My Name is Pauli Murray” 2021

Wednesday, March 15

6 - 8 p.m.

Public Library

<https://www.youtube.com/watch?v=Uh4r95VBU2Q>

Future Presentations for AAUW in Action Committee 2022-2023

International Women’s Day Celebration Panel-UWL Student Union Bluffs Room. March 8th- 5:30-7:00

Women from Honduras, Iraq and Nigeria will share their stories and experiences as women in their country of origin and in the U.S.

Sponsored by AAUW, League of Women Voters, Women’s Fund of La Crosse, FSPA, UWL International Education and Engagement, Viterbo DEI, and International Women’s Club of La Crosse.

Women Supporting Women Globally Series

Co-sponsored by AAUW La Crosse, Viterbo University DEI Dept and UWL RGSS Dept.

First Session- Film-

March 28th "Persepolis"-Movie, discussion, and movie-6-8 pm. Viterbo University.

Second Session- Presentation- April 18

History of Afghan Women's Rights Struggles. 6-7 p.m. Viterbo

Third Session- April 20, 6-7pm, UWL Centennial Hall

"Understanding Iran's Feminist Revolution"- Dr. Sona Kazemi, UWL RGSS

March- Women's History Month - "Women Who Tell Our History" Newspaper articles daily in the La Crosse Tribune during March. -Lois and Liza Gilbert

DEI Major Objectives-

Future Goals to be completed by June, 2023 by the DEI Committee

A DEI committee member will meet with one of the following areas to assist them in setting goals for their committee. The following committees would be assigned to a DEI committee member to help them develop goals for their committee. These goals will be integrated into the DEI goals for the branch. The committees approached would be Recruitment, Retention, Programming, Communication and Retention.

Refer to the objectives and the environmental Scan.

Please note that the environmental scan completed by our branch is in the Attachment Section

Tasks/Persons in Charge

Objectives Not Yet Complete

Recruitment CARLENE Membership Committee

- How do we currently recruit new members?
- What are the typical identities of the people we recruit?

Retention CARLENE Membership Committee

- What do we do to welcome new people to our branch?
- Who stays and who does not return?
- Why do you think that is?
- What is the identity makeup of our branch?

Communication DIANA /ERICA

- What methods do we use to communicate upcoming programs and news for our branch?
- Who uses or does not use these methods?
- What methods are we not using?

Leadership development/succession Leadership Team JUNE

- How do we get new board members?
- What do we do to encourage and support members to become leaders?
- Who do we encourage, and who do we not encourage?
- What is the makeup of our leadership?
- Does our leadership reflect the diversity of our branch?

Programming JUNE Program Committee

- Who is our programming intended for?
- Who does our current programming typically attract?
- Why do we think that is?