

Revised 2023-24 Objectives

La Crosse Branch of the AAUW

DEI Committee Goals 2023-24

- **The DEI Committee will research the DEI toolkit on the national AAUW. The members of the DEI Committee will develop a series of programs that reinforce the concepts of the DEI toolkit. The long-range goal will be to attract a more diverse branch of members.**

Date to be Accomplished: Ongoing.

People in Charge: DEI committee

Results:

- **The DEI Committee will meet as a group once a quarterly or as needed to plan and evaluate presentations. These meetings will meet in person or virtually.**

Date to be Accomplished: June 2023

People in charge: DEI Committee

Results:

- **The DEI committee will invite two or three main speakers on diversity issues.**

People in charge: DEI Committee, the program coordinator.

Date to be Accomplished: June 2023

Results:

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La Crosse Branch-DEI Committee

- **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:

“We strive to host inclusive, accessible events that enable all individuals, including individuals with disabilities, to engage fully. To be respectful of those with disabilities If you need accommodations because of a disability, please contact...”

Person Responsible: Committee heads, Membership Chair

Tasks: Ongoing.

Results:

- **To look at the Harvard Implicit Association Test (IAT). Members could complete the test at home, a variety of tests might be taken. We could take a few minutes to discuss, or people could share their results if they are comfortable.**

Tasks:

Date to be accomplished: June 2024

Results:

- **The Committee will recommend certain members of the branch to research and written biographies of women representing the Women’s History month theme. Half of these biographs should be women of a diverse background. The bios are published each day in the La Crosse Tribune during March. These bios are also posted daily on the branch Facebook and Instagram pages to reach a wider audience.**

Person in Charge: Erica, AIA

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Date to be Accomplished: April 2024

Results:

- **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 in Charge:** DEI Chair
- ✓ **Date to be Accomplished:** October 2023
- ✓ **Results:**

- **The DEI committee will present a workshop in the December meeting, title of the presentation will be Inclusion Infusion. New materials and review of DEI concepts already presented. There will be an inventory completed that will illustrate diversity concepts.**

Tasks: The following topics will be presented and discussed.

- ✓ **Intersectionality/ Microaggression** -By understanding the dimensions of diversity and how they intersect, we can begin to understand the complex and cumulative impact of discrimination and oppression.
- ✓ **Creating Inclusive Space**. Go to the following website to access all the material on inclusive space from which the power point was developed. Handouts will reinforce the concepts.
- ✓ **<https://www.youtube.com/watch?v=9zFKQ33aWq4&t=308s>**
- ✓ A video of Inclusive Space will be shown and discussed.

Person in Charge: DEI Committee

Date to be Accomplished: December, 2023

Results:

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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 (Membership Committee), Programming, Communication and Leadership Development.

Tasks/Persons in Charge

- **Membership Recruitment/Retention**

Person In Charge: Carlene- Membership Committee Chair

Tasks:

- ✓ A questionnaire will be developed and disseminated to all members concerning their knowledge and involvement in diversity organizations in the La Crosse area.
- ✓ These questionnaires will be collated, and a master copy of the results will be compiled for further study and action by the DEI member in charge.
- ✓ A Master list will be developed.
- ✓ The DEI assigned person will meet on an ongoing basis with the Membership Chair or the committee to decide how to go about proceeding with this master list.
- ✓ A packet of material will be developed to introduce other non-profits to our AAUW and DEI missions.
- ✓ A DEI brochure will be developed for this packet.
- ✓ After a procedure has been developed, the DEI member will set up method to contact liaisons to certain other non-profits in setting up contact procedures for individual AAUW members and other groups in the community.
- ✓ A compilation of information will be provided by the AAUW member with the designated DEI assigned member. This will be analyzed and follow through will be decided.
- ✓ Recommendations will be made as to the follow-through with each group.
- ✓ The DEI member will provide a written report as to how to proceed the next year.

Date to be accomplished: June 2024

Results:

Communication

Diana/Erica- Communication Co Chair

- **(Diana) There will be a contact made with the Executive Director of the GLADC (Greater La Crosse Diversity Council-Arlette Rodriquez-Miller- Executive Director)**

Person in Charge: Diana

Date to be Accomplished: June 2024

Tasks: The Executive Director of GLADC will be contacted.

- ✓ A method of sharing event dates will be accomplished.
- ✓ This will also include the three institutes of higher education in the La Crosse area.
- ✓ The DEI representative will inquire about membership possibilities and share the information with the DEI coordinator who will then refer to the Board of Directors and the President.

Results:

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

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 2024

Tasks:

- ✓ The designated person will ensure that the newsletter coordinator gets these monthly before the 18th of the month.
- ✓ Follow up with feedback and discussion if needed.

Results:

- **The DEI committee will submit articles or announcements of meetings for Facebook and Twitter.**

Person in Charge: Erica or a committee member

Results:

- **Leadership development**

- **June/Board of Directors AAUW-La Crosse**

- ✓ The DEI chair will consult with the Board of Directors in recommending possible branch members that might be good choices for leadership roles. The board should include diverse members of our branch.

- **Programming JUNE/Program Committee Chair**

The DEI Committee will meet with the chair of Programming to discuss possible speakers for the formal meetings once a month.

Person in Charge: DEI Coordinator

Tasks:

- ✓ The DEI Coordinator will set up a meeting in late May or early June with the Programming Committee, to discuss the 2024-25 speakers for the year.
- ✓ The DEI committee chair will announce this meeting at the board of directors meeting to see if any other branch coordinators would like to be involved or gather any possible presentation recommendations to be discussed at that joint meeting.
- ✓ Assignments of people to contact possible speakers and if there are any honorariums that might be needed per speaker.
- ✓ A list of all possible speakers and topics of interest will be presented to the group for discussion.
- ✓ Dates/topics will also be discussed, then worked out with the chair of programming.
- ✓ The programming and DEI chair will discuss the final schedule.
- ✓ The final schedule will be presented to the President and the Board for approval.

- **Results:**

- **Date to be Accomplished: June 30, 2023**

- **The AAUW in Action committee (AIA) will incorporate the following DEI Goals**

Person in Charge: Coordinator of AIA

Tasks-

- ✓ We should continue to have programs that reflect diverse ideas and people. The International Women's Day program, the Movies with a

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Mission evening and the Women Supporting Women Globally series are examples of focusing on a diverse population.

- ✓ it's good to remember that DEI covers all different kinds of diversity, including both mental and physical disabilities; and we should make sure our meetings/programs/events are accessible to all. Including the request for accommodation needed to attend the meeting.
- ✓ -we could commit to auditing our activities with self-reviews to see who has been represented and who has not been represented. Also, the number of people attending could be recorded.
- ✓ -we should cultivate partnerships with a broad, diverse group of organizations and include them as co-sponsors or partners in events and programs.

Results:

Date to be Accomplished: Ongoing

- **AAUW will sponsor a table and be involved in the Juneteenth celebration at Riverside Park.**

Person in Charge: DEI committee and Membership Committee, Diana Moran Thundercloud.

Tasks:

Results:

Date to be Accomplished: June 30, 2024

- **A Little Free Library will be developed by the DEI Committee. AAUW members will contribute to the library books that address diversity issues.**

Person in Charge: Carlene Roberts

Tasks :

- ✓ Develop a space in the meeting room at Viterbo for the free library
- ✓ Prepare an explanation of how the library will work to be published in the December Newsletter.

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- ✓ Assign a person on the DEI or membership committee to put the books out and put away after the meeting.
- ✓ Place a label in the front of the book as to some of the comments reasons you recommend the book.

Date to be Accomplished: January 31, 2024

- **Scholarships and grants will be awarded to participants from diverse populations, as well as non-profit organizations. The funds are provided from money generated by the Annual AAUW Art Fair on the Green.**
Person in charge: Scholarship Chair

Results:

Date to be accomplished: June 30, 2024

- **A discussion will be held by a committee appointed by the President of the Branch to study the question and a procedure for providing honorariums to speakers at events held by the Branch.**
Person in Charge: President, Membership Chair, Programs Chair, the DEI Coordinator.
Tasks: to be determined
Date to be accomplished: June 2024

- **The Chair of the DEI committee will investigate a possible training opportunity through the YWCA to provide the DEI committee with an in-depth training session on diversity topics. The chair will also keep the committee abreast of developments of the national and state DEI committees work and programs as they arise.**

Person in Charge: Chair of the DEI committee.

Tasks:

- ✓ The AAUW Board will be approached about funding partial funding for the workshop.
- ✓ Planning of the workshop will be discussed with the presenters.

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- ✓ Implementation of the workshop principles with the AAUW membership.

Date to be accomplished: September 30, 2024