

Proposed Resolution on Diversity, Equity and Inclusion (DEI)

Presented to the 2021 Oregon State Biannual Convention

Sponsored by LWVs of Rogue Valley, Curry County,
Coos County, Klamath County, and Umpqua Valley

Whereas the work of the League of Women Voters (LWV) is based on our mission of empowering voters and defending democracy, our vision of democracy where every person has the desire, the right, the knowledge, and the confidence to participate and our belief in our power to create a more perfect democracy;

Whereas as the 100-year anniversary of the founding of the LWV approached, the national atmosphere of overt racism, gender bias, and resistance to groups seen by some as “other” was becoming among the most challenging in our nation’s history;

Whereas in response, the LWVUS, state, and local Leagues intensified ongoing conversations about the threats to democracy and universal voting rights posed by systemic racism, inequity, and barriers to full participation in democracy;

Whereas the League also acknowledged our own exclusionary history and determined to address it;

Whereas the Board of the LWVUS in 2017 adopted a [Diversity, Equity, and Inclusion \(DEI\) Policy](#);

LWV 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.

Whereas delegates of the 2020 LWVUS Convention passed on a vote of 750 to 37 a proposal establishing Diversity, Equity, and Inclusion (DEI) as a policy on par with Nonpartisanship via an amendment to Article II of the [LWVUS bylaws](#);

ARTICLE II

Purposes and Policies

Sec. 1. Purposes. *The purposes of the LWVUS are to promote political responsibility through informed and active participation in government and to act on selected governmental issues.*

Sec. 2. Policies. *The policies of the LWVUS are*

1. **Political Policy.** *The League shall not support or oppose any political party or any candidate.*
2. **Diversity, Equity & Inclusion Policy.** *The League is fully committed to ensure compliance - in principle and in practice - with LWWUS' Diversity, Equity, and Inclusion Policy.*

Whereas the 2020 LWWUS Convention delegates also passed the emergency resolution “Racial justice for black people and all people of color” ([Racial Justice Resolution](#));

The League of Women Voters of Missouri, in conjunction with 20 state Leagues and 27 local Leagues, proposed an emergency resolution that the League of Women Voters advocates against systemic racism in the justice system and, at a minimum, for preventing excessive force and brutality by law enforcement. We also call for prompt actions by all League members to advocate within every level of government to eradicate systemic racism, and the harm that it causes. We resolve second, that the League help our elected officials and all Americans recognize these truths to be self-evident; that Black, Indigenous and all people of color (BIPOC) deserve equal protection under the law; and that we demand solutions for the terrible wrongs done, so that regardless of race, ethnicity, religion, disability, and gender identity or sexual orientation we may truly become a nation "indivisible, with liberty and justice for all."

Whereas the LWWUS has developed a “[DEI Lens](#)” as a tool for “examining a program, a process, a product, etc., with regards to how it is perceived by a variety of communities, voices, and perspectives and what barriers, if any, may exist that are preventing it from being equitable or inclusive of everyone.”

Therefore, be it resolved LWWOR encourages all local leagues in Oregon to join the state League to

- 1) Update their bylaws to be consistent with Article II of the LWW bylaws as amended by the membership at the June 2020 Convention;
- 2) Develop a DEI Policy for their League that is consistent with the spirit and principles of the 2017 national Diversity, Equity and Inclusion Policy or utilize the LWWUS DEI Policy verbatim and implement it appropriately across both their Voter Service and Action work;
- 3) Familiarize themselves with the DEI Lens and use it as a tool to do their work in ways that foster diversity, equity, and inclusion; and
- 4) Ensure adherence to the Racial Justice Resolution adopted at the 2020 LWWUS Convention in all of their work to facilitate the eradication of systemic racism.

Resolution by LWWRV members Shirley Weathers (Contact: walsh.weathers@gmail.com), Joyce Chapman, Bill Walsh, Jim Buck, Jean Buck, and Susan Roberts