



VP Membership

Equity Lens -- Suggestions for Diversity, Equity, & Inclusion (DEI) Practices

What is an Equity Lens? It is a set of questions we ask ourselves when we plan events to recruit new members and/or retain current members.

Why should we use an Equity Lens? It can help us to identify potential impacts on institutionally underserved and marginalized individuals and groups, as well as identify and potentially eliminate barriers. An Equity Lens *can help create a positive, respectful, and inclusive environment* within our branches.

When should we use an Equity Lens? We can use an Equity Lens when we are planning events to recruit new members and/or retain current members.

Membership

We build branch membership in part through our reputation in the community. The best way to maintain a reputation for mutual respect and inclusivity, is to demonstrate it.

Event planning --

As your VPs Membership uses an Equity Lens to plan events, members should be encouraged to review events with an equity lens and raise DEI concerns, and discuss and work through issues when they arise, giving everyone a chance to be heard.

Please ask the following questions when we plan events to recruit new members and/or retain current members.

Purpose/Assumptions:

- What is the program/issue?
- What is our goal for this event?
- What assumptions are we making?
- Are events planned to attract a diverse group of attendees, considering for example, age, ethnicity, gender identity, religion
- Are events planned to include our current membership and guests?

Inclusion/Representation:

- How will we ensure communication takes place in an inclusive and culturally sensitive manner?
- Who is and who isn't included in the process?
- How are we intentionally engaging multiple perspectives?
- How will we ensure all attendees feel welcomed and valued?
- How will the following possible barriers be addressed?
 - Is the venue accessible?
 - Is the time one when most people can attend?
 - Is the event too expensive?
 - Are there any holidays we need to avoid?
 - Have we addressed childcare needs or is the event family friendly?
 - Do we need an interpreter or closed captions?
 - Would a virtual meeting allow greater attendance?

Impact:

- What outcomes do we hope to create?
- What are potential unexpected outcomes?
 - How can we address them?
- How might our decisions increase, decrease, or ignore equity?

Evaluation/Feedback:

- How will we know if we have accomplished our goal? _____
- How can we collect varied feedback about our actions? _____
- What have we learned for the next time? _____