

DEVELOPING AND IMPLEMENTING A DIVERSITY POLICY

Leagues are **required** to have a plan for membership growth and retention that encourages a membership as diverse as the community. However, when we think about diversity we need to think of the many (not necessarily mutually exclusive) groups that make up our communities. The following steps can be used to develop and implement a diversity policy.

1. Adopt a written Diversity Policy.
2. Identify barriers to participation in any activity of the League on the basis of economic position, gender, race, creed, age, sexual orientation, national origin, or disability.
 - a. Is the diversity policy published where it will let people know that they are welcome to join?
 - b. Are meetings held in accessible buildings?
 - c. Are membership scholarships available and advertised?
3. Take steps to overcome the barriers identified above.
4. Identify organizations representing diverse segments of your community.
5. Look for opportunities to partner with the above groups as League activities are being planned—and be willing to take part in appropriate activities planned by these groups.
6. Ask the people you meet in these other groups to join the League.

SAMPLE DIVERSITY POLICY

The League of Women Voters of _____, in both its values and practices, is committed to inclusion and diversity. This means that there shall be no barriers to participation in any activity of the League on the basis of economic position, gender, race, creed, age, sexual orientation, national origin, or disability.

We recognize that diverse perspectives are important and necessary for responsible and representative decision making. We believe inclusiveness enhances the organization's ability to respond more effectively to changing conditions and needs.

We affirm our commitment to reflecting the diversity of _____.

Formulated by *League of Women Voters of the United States*

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