



Diversity, Equity and Inclusion Assessment

Using a Diversity, Equity and Inclusivity (DEI) lens can help us see whether/how our programs and processes may be inequitable; and help ensure these programs and processes work for everyone, particularly for people who have been historically excluded or experiencing systemic burdens and barriers.

1. Who is involved in the process?
 - a. Are key stakeholders meaningfully included?
 - b. Is this work that impacts a group or community? If so, is their voice represented?
 - c. How diverse is the group of decision makers? Is it diverse enough?
2. Who will be impacted?
 - a. Who benefits from this? Who is burdened by this?
 - b. Does this help us meet the needs of underserved/historically excluded voters?
 - c. What might be the impact on specific marginalized groups?
3. What are the intended and unintended outcomes?
 - a. What issue are we trying to solve?
 - b. What do we hope will happen?
 - c. What are the potential negative impacts? Who could be hurt by this?
 - d. What data or evidence supports this?
 - e. How might this be perceived by others?
4. Does this align with our vision for an equitable and inclusive organization?
 - a. How is equity addressed?
 - b. What barriers might this place in the way of achieving equity?
 - c. How does this impact the League's culture?
5. What changes could be made to make this more equitable?
 - a. What are the short- and long-term goals?
 - b. What, if any, policies or bylaws need to be added or amended?
 - c. What are the benefits for members?
 - d. What are the benefits for partners and/or members of the community?