

Diversity in the League - Policy & Implementation

The LWW, in both its values and practices, affirms its belief and commitment to diversity and pluralism, which means there shall be no barriers to participation in *any* activity of the LVW on the basis of gender, race, creed, age, sexual orientation, national origin or disability.

The LVW recognizes that diverse perspectives are important and necessary for responsible and representative decision-making. The LVW subscribes to the belief that diversity and pluralism are fundamental to the values it upholds and that this inclusiveness enhances the organization's ability to respond more effectively to changing conditions and needs and to reflect the communities in which we operate.

The LWWUS's standards on diversity cover many groups of people not currently represented in any significant numbers within the League, even though the individuals agree with the League's principles. The LWWUS Board recognizes that achieving diversity within the League will be a long-term process that must be carefully to assure success.

League programs have sufficient breadth to appeal to a wide diversity of interests and members but need to be appropriately marketed to diverse audiences nationwide. In order to succeed, it is essential that the League move toward diversity through a step-by-step program, carefully targeted in stages, because achieving diversity is a large job and the steps taken to reach out to various populations will be different.

To achieve these goals, local League leaders are encouraged to start a process to further embrace diversity in their Leagues. Some initial steps should include:

- Developing a plan of action to achieve diversity in the League that will concentrate first on achieving racial and ethnic diversity and will ensure that all programs and meetings are barrier-free for members with disabilities.

- Establish an appropriate committee or task force to provide continuity of effort to ensure that the plan of action is carried out and that progress is being made.

- 3. Promote the League's diversity policy in publications, such as your newsletter (see below).

Diversity Policy

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"The LVW affirms its commitment to reflecting the diversity of America in its Board, staff and programs.