



<http://www.plymouthlww.org/diversity-equity-and-inclusion/>

CHECK OUT WHAT'S INCLUDED:

**Black History Month**

**Diversity, Equity, and Inclusion Policy**

**Book Discussion: *Caste: The Origins of Our Discontent* by Isabel Wilkerson**

**Resources to Discover**

## PLYMOUTH AREA LWV RESOURCE GUIDE FOR DIVERSITY, EQUITY, AND INCLUSION

The committee wants to spread the adoption of DEI policies into legislative work where it matters the most.

In Honor of Black History Month and for use throughout the year, the PALWV is providing a link to our website and others to find resources to further our understanding of Diversity, Equity, and Inclusion. As we all navigate toward ways to impact our society to become equitable and inclusive, we have found these resources to be helpful. This comprehensive guide includes videos, podcasts, books, and other resources. For training purposes, we have been including short clips found here and elsewhere to illustrate points for discussion.

This resource guide was created by Karen Phan, a senior at Plymouth North High School who is a member of the PALWV.



## CELEBRATING BLACK HISTORY MONTH

### The Black Family: Representation, Identity, and Diversity

Black History Month dates back to 1915 when Carter G. Woodson, a Harvard historian, and Prime Minister Jesse E. Moorland founded what is now called the Association for the Study of African American Life and History. Since 1926, ASALH would go on to celebrate the second week of February during which falls on the birthdays of Abraham Lincoln and Fredrick Douglass to promote celebrations, performances, and lectures on the neglected Black adversities and achievements.

"Let us think of Black History Month the way our nation honors its greatest moments and greatest people. Let us appreciate Black History Month in a similar way—as when our

government sets aside a month or day, thereby giving it a special meaning for all Americans. No one should think that Black History is confined to the month of February, when evidence to the contrary appears everywhere and in every month."

The ASALH has announced the theme of this month to be "The Black Family: Representation, Identity, and Diversity.

<https://asalh.org/>

<https://asalh.org/about-us/about-black-history-month/>

<https://asalh.org/wp-content/uploads/2020/10/2021Theme.pdf>

## DIVERSITY, EQUITY, AND INCLUSION (DEI) POLICY

LWV is an organization fully committed to diversity, equity, and inclusion in principle and in practice. DEI is 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,



## DEI POLICY CONT.

political perspective or affiliation and/or any other characteristic that can be identified as recognizing or illustrating diversity.

This statement taken from the LWVUS has been adopted by the Plymouth Area League of Women Voters. Over the past year, like many organizations, the League of Woman Voters, both locally and statewide, embarked on self-examination of its Diversity, Equity, and Inclusion positions and made DEI a priority for 2021.

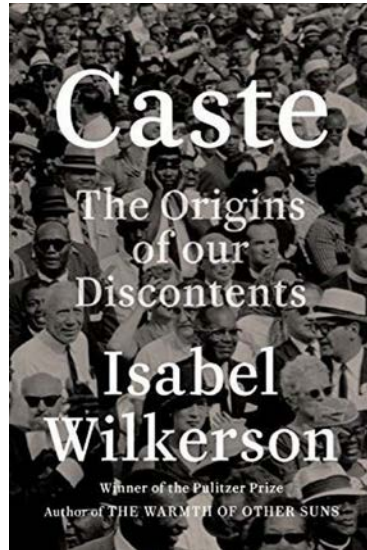
Please refer to the training modules to learn more about DEI at,

<https://www.lwv.org/league-management/dei-modules/dei-module-1-why-and-what-dei>

The purpose of this module is to offer a deeper understanding of what we mean by Diversity Equity and Inclusion and how it is connected to the work we are doing.

## LWV BOOK DISCUSSION

Our Plymouth Area League has started book discussions, virtually for now, for its members with a focus on Diversity, Equity and Inclusion (DEI). Our first book selection is *Caste: The Origins of Our Discontent* by Isabel Wilkerson, a Pulitzer Prize winner. It has received excellent reviews: "Wilkerson's work is the missing puzzle piece of our country's history." according to The American Prospect. Stay tuned to our website and bulletins to join in future discussions.



## RESOURCES TO DISCOVER

**These are great resources to reach solidarity within ourselves and the community.**

In celebration of Black History month, please refer to this list of *The 10 Best Political Books of 2020 by Black Women* as we pursue to promote a greater diverse and inclusive democracy.

<https://www.theatlantic.com/ideas/archive/2021/01/10-best-political-books-black-women/617630/>

The Plymouth Public Library has worked with the No Place For Hate committee of the Town of Plymouth for a dedicated selection on social justice, please refer to the PDF here for the titles. <https://www.plymouthpubliclibrary.org/wp-content/uploads/2016/05/NPFH-Bibliography-To-Download.pdf>

## RESOURCES CONT.

EDUCAUSE is a nonprofit association and the largest community of technology, academic, industry, and campus leaders advancing higher education through the use of IT. Just like the LWV, they are committed to diversity, equity, and inclusion and recognizes that leading change toward diversity is an area of expertise with its own knowledge base and professional practitioners.

They have a thorough resource page that is inclusive to Women, LGBTQ+, and focuses on language, biases, and how DEI helps the workplace and in our day to day lives.

<https://www.educause.edu/about/diversity-equity-and-inclusion/resources#>

These are some highlighted resources for convenience! The Glossary of Bias Terms is a great start to familiarize oneself with the common language of social justice terminology!

<https://students.wustl.edu/glossary-bias-terms/>

The *Harvard Implicit Bias* site is one of the best ways to experience biases directly.

<https://implicit.harvard.edu/implicit/index.jsp>

Kimberlé Crenshaw, professor of law at UCLA and Columbia Law School, is a leading authority in the areas of civil rights, Black feminist legal theory, and race, racism, and the law. Her work has been foundational in two fields of study that have come to be known by terms that she coined:

critical race theory and intersectionality. Please watch her popular Ted Talk on Intersectionality.

[https://www.ted.com/talks/kimberle\\_crenshaw\\_the\\_urgency\\_of\\_intersectionality](https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality)

The League also has great resources found below.

<https://www.lwv.org/league-management/dei-resources/diversity-equity-and-inclusion-continued-learning>

Racial injustice is one of the many social issues that our league must face and overcome. We urge you to continue the good fight and as John Lewis once said,

“A democracy cannot thrive where power remains unchecked and justice is reserved for a select few. Ignoring these cries and failing to respond to this movement is simply not an option — for peace cannot exist where justice is not served.”

— Lewis on the George Floyd Justice in Policing Act

