

MEMBERSHIP DIVERSITY !ADELANTE!

Are We Welcoming and Inclusive? An Evaluation for AAUW Branches

- Members are welcomed and accepted, regardless of variations in lifestyle and appearance
- Cliquishness is absent
- Warm, collegial relationships exist between people of diverse backgrounds
- If I were in the majority group of members, I would feel welcomed and included
- Our meetings, events and programs are designed to attract members and potential members who are diverse in terms of gender, race, ethnicity, age, religion, class/socioeconomic level, national origin, sexual orientation and physical ability
- We conduct orientation sessions for new members who have special events so new members feel welcomed and included
- Sites used for meetings and events are easily accessible for people with disabilities and comfortable for people of different backgrounds and religions
- Our membership reflects the diversity in our community
- Our leadership team reflects the diversity in our community
- All members are provided opportunities to develop as leaders
- Flexibility exists to accommodate personal responsibilities outside the branch

- New members are encouraged to become involved in activities and pursue leadership opportunities
- Members actively recruit people from groups underrepresented in our branch

Community analysis

What organizations exist in the community?

Who are key leaders representing viewpoints of diverse groups?

How can we reach both formal and informal leaders?

Which groups are our allies?

Which groups are potential coalition partners?

Assess community organizations with an eye toward building a wide range of alliances. The assessment can help you reach under-represented groups, expand the range of members, learn about other groups with similar agendas, and avoid duplication of community services.