

**Summary of 1st Kick-off Meeting to Establish A Diversity and Inclusion Committee
at AAUW Maryland: Held Via Teleconference on Sunday, March 24, 2019**

There were six interested AAUW members who participated in the first kick-off meeting to establish a Diversity and Inclusion Committee at AAUW MD; however, **WE NEED MORE MEMBERS WHO ARE PASSIONATE ABOUT DIVERSITY & INCLUSION TO BE PART OF THE D&I COMMITTEE AT THE STATE LEVEL!**

The meeting was hosted by Jacki Gray, Diversity Chair, AAUW MD. Participants on the call were as follows:

Jacki Gray, Diversity Chair, AAUW MD

Kate Stevenson, Co-Vice President, AAUW MD

Susan Wierman, Co-Vice President, AAUW MD

Eileen Menton, Board Member, AAUW National; Communications V.P., AAUW MD

Yvette Myrick, Board Member, AAUW Baltimore Branch

Pat Stocker, AAUW Kensington Branch

The meeting was a lively and spirited meeting with many fresh ideas put forward to shape D&I activities at the Maryland State and Branch levels of AAUW. A summary of the activities suggested at the kick-off are listed below.

Potential D&I Activities Discussed for AAUW MD and the Maryland Branches

AAUW Maryland (State Level)	AAUW Maryland (Branch Level)
Establish D&I Committee with minimum of at least eight members. In addition to the diversity chair, need to establish additional committee roles such as Treasurer, Public Relations/Marketing, Recording Secretary. Remaining members will be members-at large.	Plan to feature a D&I activity(s) during each program year. List of activities could include the following: 1) For those branches with book clubs, feature a book centering on a D&I, and list that book in their monthly newsletter; 2) Plan a group outing at an ethnic restaurant and order meals native to that restaurant's culture; 3) Select an important movie which features themes on D&I and attend as a group; 4) Plan a D&I fashion show to highlight ethnic attire of selected cultures.
Plan a "Coffee and Conversations" event that centers around D&I issues.	Plan a "Coffee and Conversations" event that centers around D&I issues.
Work with the Inclusion & Equity Committee at AAUW National to ensure MD State D&I Activities are aligned with AAUW strategic priorities.	Work with the AAUW MD D&I Chair and the Committee (once established) to educate members on the importance of D&I awareness at the branch level.
Include a small segment featuring D&I awareness at an upcoming State Conference, followed by a larger segment to be featured at the Convention Level.	

Develop a database of speakers with expertise in D&I and Equity matters.	
Reach out to women's groups and associations outside of AAUW (public and private institutions, social groups, sororities, Links Club, Boys and Girls Clubs, etc.), to plan joint D&I activities.	
<p>Include AAUW National's Diversity Statement in each issue of the Marylander Newsletter. The statement is as follows:</p> <p><i>"In principle and in practice, AAUW values and seeks an inclusive membership, workforce, leadership team, and board of directors. There shall be no barriers to full participation in this organization on the basis of age, disability, ethnicity, gender, gender identity, geographical location, national origin, race, religious beliefs, sexual orientation, and socioeconomic status."</i></p>	<p>Include AAUW National's Diversity Statement in each issue of a Branch's monthly newsletter. The Statement is as follows:</p> <p><i>"In principle and in practice, AAUW values and seeks an inclusive membership, workforce, leadership team, and board of directors. There shall be no barriers to full participation in this organization on the basis of age, disability, ethnicity, gender, gender identity, geographical location, national origin, race, religious beliefs, sexual orientation, and socioeconomic status."</i></p>
Plan a LunaFest Event. LUNA ®, is the company that makes Luna Bars. They sponsor a fundraising film festival which promotes awareness of women's issues. An organization can host a "Movie Night" for fundraising. Films range from animation to fictional drama. Go to www.lunafest.org , for more information.	Plan a LunaFest Event. LUNA ®, is the company that makes Luna Bars. They sponsor a fundraising film festival which promotes awareness of women's issues. An organization can host a "Movie Night" for fundraising. Films range from animation to fictional drama. Go to www.lunafest.org , for more information.
Plan an annual D&I Awards and Recognition Ceremony, to be held at the end of each program year to celebrate achievements in D&I at the State and Branch Level.	
Develop a D&I budget for AAUW MD.	
Identify meaningful method(s) of measuring progress of D&I programs and activities.	
Plan next D&I Committee Meeting for end of April or first week in May, 2019.	