



## DEI Learning Module Citations

Citations are listed in accordance with [Fair Use under U.S. Copyright Law](#)

### General Citations, Modules 1-5

LWVUS DEI Policy - [Diversity, Equity and Inclusion Policy](#)

LWVPA DEI Policy - [Diversity, Equity and Inclusion Policy Statement](#)

LWVUS - [Bylaws & Certificate of Incorporation \(last adopted June 2020\)](#)

LWVPA - [Bylaws \(last adopted June 2021\)](#)

LWVUS - [Transformation Roadmap](#)

LWVUS - [What to ask when examining your work through a DEI Lens](#)

Printable copy of the [LWV DEI Lens](#)

LWVUS - [Defining Diversity, Equity and Inclusion](#)

Printable copy of [diversity, equity and inclusion definitions](#)

LWVPA - [Equity Initiative and Shared Resources](#)

Land Acknowledgement, [Explanation](#) and Pronunciation Guide

LWV US Graphics and Photo Resources: [Flickr Photos](#)

[Accessibility Standards](#), best practices for accessible learning sessions

US Copyright Law: [Fair Use](#)

## Key Citations for Individual Learning Modules 1-5

Additional resources may be found within Learning Module folders.

### Citations Module 1 -What is DEI ?

LWVUS - [Defining Diversity, Equity and Inclusion](#)

Graphic: [DEI Characteristic Intersectionality Chart](#)

Webinar: [Understanding the DEI Policy](#)

Essential Questions - [What is an essential question?](#)

LWVUS DEI Policy - [Diversity, Equity and Inclusion Policy](#)

LWVPA DEI Policy - [Diversity, Equity and Inclusion Policy Statement](#)

LWVUS - [Bylaws & Certificate of Incorporation \(last adopted June 2020\)](#)

LWVPA - [Bylaws \(last adopted June 2021\)](#)

LWVUS DEI Lens - [What to ask when examining your work through a DEI Lens](#)

LWVUS - [Defining Diversity, Equity and Inclusion](#)

LWVPA - [Equity Initiative](#)

Webinar: [Understanding the DEI Policy](#)

Webinar: [Whys and What of DEI](#)

Webinar: [DEI Lens and Governance](#)

Native Land Website: [Land Acknowledgement](#)

Video: [The League of Women Voters: Creating a More Perfect Democracy](#)

Psychology Today: [Bias](#)

## Citations Module 2 -What is Diversity?

DEI [Definitions](#): Diversity, Equity, Inclusion

[DEI Lens](#) What to ask when examining your League work

[10 Benefits of Diversity in the Workplace](#)

Characteristics Exercise from LWVUS - [Download here.](#)

US Census Bureau QuickFacts - [Compare Diversity & Demographic Data](#)

Tutorial About Using QuickFacts - [QuickFacts Video Tutorial](#)

Justice Map from the US Census Bureau: [Justice Map](#)

## Citations Module 3 - What is Equity?

Activity: [Equity vs. Equality](#)

[Equity vs. Equality](#) - Video

LWVUS - [Defining Diversity, Equity and Inclusion](#)

[“A Class Divided”](#) - Video

American [Wealth Inequity](#) website

“We blog about racial equity and its nemesis [Fakequity.](#)”

Sun, Amy. [“Equality is Not Enough; What the Classroom has Taught me about Justice.”](#)

Wormeli, Rick. [Fair Isn’t Always Equal](#), Stenhouse Publishers, 2018

**Equity versus Equality** - [What’s the Difference?](#)

## Citations Module 4 - What is Inclusion ?

[Recentring Justice Work](#) - Guidelines for Change

[Lila Watson](#) - Aboriginal activist, her life and story

[Verna Myer](#) - DEI Learning, [unconscious bias](#) and inclusion

[Audre Lorde](#) - Activist, writer, poet

Helen Kim Ho. 2017. [8 Ways People of Color are Tokenized in Nonprofits.](#)

Peggy McIntosh. 1988. [Unpacking the Invisible Knapsack.](#)

DEI [Definitions](#): Diversity, Equity, Inclusion

[DEI Lens](#) What to ask when examining your League work

## Citations Module 5 -Integrating DEI in your League

LWV Transformation Roadmap: [Transformation Roadmap](#)

Definition of Culture: [merriam webster](#)

Iceberg of Culture: [Edward T Hall Cultural Iceberg Model](#)

Torben Rick: [Why is organizational culture change difficult](#)

LWVUS Webinar: [Whys and What of DEI](#)

Integrating DEI: [C. Jefferson-Jenkins video](#)

Understanding Intent vs Impact:

Article: [Why Detroiters Didn't Trust City Tree-Planting Efforts](#)

DEI Success Stories: [LWV of Dearborn/Dearborn Heights \(MI\)](#) and [LWV of Janesville \(WI\)](#)

History of the League video (LWV of Greater Pittsburgh): [Acknowledging our History, Growing a More Equitable Future](#)