

JLNO 2020-2021 Diversity Equity and Inclusion Action Plan

Junior League of New Orleans (JLNO) is proud to affirm our commitment to Diversity Equity and Inclusion (DEI). JLNO defines **diversity** as all ways people differ from one another—from race, gender and religion, to disabilities, sexual orientation, age, education, socioeconomic status, etc. Further, JLNO recognizes **equity** as not only providing fair access to opportunity, but intentionally seeking, recognizing, and eliminating systemic barriers to processes, institutions, or systems. Lastly, JLNO views **inclusion** as creating an environment that actively seeks diverse participation and respectfully welcomes and engages diverse participation.

While JLNO's DEI journey will continue to evolve, the 2020-2021 leadership looks forward to advancing these core tenants through the following actions:

1. **Programming and Training**—As a training organization, JLNO will create new opportunities for DEI awareness and education for our membership. Specifically JLNO will:
 - Provide quarterly DEI programming for JLNO members. Members will have the option of receiving either training or volunteer credit for participating and will also receive double credit for participation in sessions that require pre-reading or viewing of media in advance.
 - Conduct competency training for Joint Council Leaders (Active Members who are chairing committees) with the option for general members to participate in the training as well.
2. **Organizational Structure**—JLNO will take steps to embed DEI in our organizational structure and will:
 - Assign a DEI Committee Member to each council to serve as a liaison and ensure programs and priorities are considered through a DEI lens
 - Add a DEI component to Membership Evaluation and Nominating surveys to gauge DEI challenges or opportunities amongst our members and leaders. Combine these surveys to maximize potential for member participation.
 - Place a Sustaining Member on the DEI Committee to ensure we are reaching all of our membership, including members who are now serving in a “sustaining” capacity.
3. **External Partner Engagement**—JLNO will ensure our network of community partners is representative of the population and culture of Greater New Orleans, JLNO will:
 - Continue to actively engage Historically Black Colleges and Universities (HBCUs) and a diverse applicant pool when soliciting JLNO scholarship applications
 - Review current community partners and seek opportunities to partner with organizations that serve disenfranchised populations living at or below the poverty line. For example, work towards offering Safe Sitter classes to Son of a Saint Mentees.
4. **Policy and Procedures**—JLNO will review our formal Policies and Procedures to identify DEI gaps and codify our DEI priorities. Specifically, JLNO will:
 - Assign the ad hoc committee formed for 2020-2021 to review financial and membership policies analyzing JLNO's organizational management structure and process policies through a DEI lens
 - Review Member recruitment processes including application form, application process, the location(s) of “Get to Know JLNO” information sessions for prospective members, and grouping of Provisionals to ensure DEI is paramount
 - Obtain bids/quotes to rectify accessibility issues regarding JLNO headquarters and website, ensuring people of all abilities are able to access our physical and online resources

The actions above are designed to build on JLNO's strategic, intentional DEI efforts over the history of our organization. JLNO leadership welcomes the input and guidance from our Provisional, Active and Sustaining Members as we continue to refine our DEI focus and ensure we are a truly diverse, equitable and inclusive organization. We welcome feedback at president@jlno.org or inclusion@jlno.org.