

1998-2023



ROCKLAND COUNTY DIVERSITY BRUNCH



Diversity, Equity and Inclusion

- Diversity – Variety. We are a mosaic of cultures, backgrounds and traditions.
- Equity – realizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome
- Inclusion – the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.



What's In a Name?

- Diversity, Equity and Inclusion (DEI)
- Diversity, Equity, Inclusion and Belonging (DEIB)
- Justice, Equity, Diversity and Inclusion (JEDI)
- Inclusion and Equity

What you call your strategy for dealing with this difficult subject isn't as important as what you are doing to become a more inclusive State or Branch. We are all at different points of knowledge about DEI, and no matter where you are what's important is that you are on the path to being more inclusive and understanding that we are learning more every day.

Rockland Diversity Brunch Basics

- **Collaboration:** bringing other liked minded community groups to participate helps to get AAUW's name out in the community
- **Relevant discussion topics:** What is happening locally that will be of interest to our audience as it relates to DEI.
- **Venue and Date:** For 20 years (1998-2018) we had the meeting at a familiar venue – St. Charles AME Zion Church on the last Saturday in February
- **Food:** You can always entice a good audience with food. In those years at St. Charles we served hot food consisting of eggs, grits, sausage, bacon, biscuits, juice, coffee, tea, muffins and fruit.



“IN THE SPIRIT OF OUR CREED, THERE SHALL BE NO BARRIERS, WE CELEBRATE DIVERSITY”

'The Annual AAUW Rockland Diversity brunch was established by members Marion Leavitt and Anne Nash in February 1998 at the St. Charles AME Zion Church in Sparkhill, NY.

That first meeting they talked about African American History. I believe the success of that first meeting was due in part to the collaboration with African American Sororities: Delta Sigma Theta, Alpha Kappa Alpha and Pi Psi Omega Chapter



Throughout the years following that first Diversity Brunch, we followed the basics. Collaboration, Dynamic Topic/Speaker, Venue/Time and Food

This lasted for 20 years 1998 - 2018 when we our venue changed, but the remaining basic ingredients remained the same.



In 2019 under the leadership of Edwina Martin, Esq, (past President of AAUW-NYS) who chaired the Diversity Brunch Committee, we celebrated our 20-year anniversary by honoring trailblazers in our community past AAUW Rockland County President Joyce Brown and Political Activist Maureen McGarry Porrette. With a special award to our ever-faithful NYS Assemblywoman Ellen Jaffee
Our speakers were from Girls for Gender Equity
Our venue was the local Elks Club, where we hosted 100+ attendees
And, of course, there was food.





The Pandemic was the game-changer for most of us and Rockland was no different.

We did not have a Diversity Brunch in 2020, but we did re-group with the technology available to us ZOOM in 2021 and 2022.

Zoom provided a way to connect more people in many different parts of the State. We were able to invite AAUW-NYS Branches who would have found it difficult to journey to Rockland for a three-hour meeting to participate in our Diversity Brunch and along with our usual collaborative partners bringing our topic/speaker to a wider audience.



In 2023, AAUW Rockland brought back our in-person Diversity Brunch.

- Our collaborative network is still strong.
- We invited three diverse groups (Konbit Neg Lakay, Rockland 100 Hispanic Women Program and the Phyllis B. Frank Pride Center to discuss their role in the community. We learned what they are doing and what we could do to help.
- We have a new venue Pilgrim Baptist Church, and we met on the last Saturday in February
- Food was served



AAUW Rockland consists of 51 members of which 31% are people of color and we also have a male member.

This is the model that works for us. We are continuing to explore how we identify Diversity in our community and then showcase it at these events. What we are learning when it comes to Equity and Inclusion is it is ever changing. So, as we learn more, we will do more.