

THE VOTER

LEAGUE OF WOMEN VOTERS OF ALABAMA

APRIL 2020



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FROM THE PRESIDENT'S DESK

I have been traveling to various parts of the state during my term as your president. So far, I've been to events in Baldwin County, Birmingham, Dothan, Tuscaloosa, Montgomery, Huntsville, and Florence, as well as Mobile. Everywhere I go, there is a vast amount of political energy and a hunger for the things the League of Women Voters does. I have been proud to see leaguers involved in Voter registration drives as well as voting rights restoration training and registrations

--Forums on issues such as Amendment 1, Redistricting, Zoning plans, Sustainable energy, etc.

--Letters and op-ed pieces advocating for league position

--Advocacy trainings and Legislative advocacy events

--Candidate events, especially our forum for Republican Senatorial candidates

--Vote411 – six local leagues have done this – a record for Alabama

--Centennial celebrations/birthday parties held before we were sheltering at home

--Taking advantage of grant opportunities

In doing all of these projects we have reached out to a variety of non-partisan partners from sororities to the NAACP, the Sierra Club, TOPS, CLC, Appleseed, SPLC, DAR, Poor People's Campaign and others. We are stronger together!

I am especially proud of our Republican Senatorial Candidate debate, held at Spring Hill College on February 6. We persisted despite setbacks to provide even-handed information about the candidates' positions on issues. Although it was not televised, it was livestreamed and can be seen on the LWVAL YouTube channel.

Despite the challenges posed by the COVID-19 virus, leaguers have "rolled with the punches" as plans for annual meetings, LWVAL Council, Suffrage Centennial Celebrations, etc. and etc. have been put on hold or modified.

One "prize" will be some new league leaders. Just as you are working to nominate leaders for your local leagues, Our LWVAL nominating committee (Kathy Byrd, Connie Arnwine, and Andrea Pennington) is beginning its work on our 2021 leadership team. Please encourage local leaders to consider becoming state leaders!

LWVAL Council 2020

Barbara Caddell



Come one, come all to the rescheduled virtual LWVAL Council! We will meet via the Zoom platform on Saturday, May 16, 2020, beginning at 10 am. We will have a short business meeting followed by a DEI presentation, a FairMaps presentation, and a report on the status of our upcoming elections in Alabama. Best of all, we'll get to "see" each other without having to travel, thanks to modern technology!

In order to attend this meeting, you will need to do the following:

1.

Register with Kim Bailey (kabailey07@gmail.com) first. She will need your name, your email address, your local league affiliation, and if you are a delegate from your local league or state board. Non-members are welcome to attend but must also register with Kim Bailey. Registrations will be accepted until close of business on Friday, May 15, 2020. No "same day" registrations will be accepted. Once you register, you will be sent a link to the meeting.

2.

Familiarize yourself with Zoom before the Council meeting- here's a [tutorial](#). If this is the first time you have joined a Zoom meeting, download and install the Zoom application as instructed. If you need additional help with Zoom, please contact Kathy Jones (Kathy.u.jones@gmail.com) or Myra Evans (bobaouiemom@gmail.com).

3.

On May 16, click on your meeting link. You can join the meeting from any device: your computer, tablet, or smart phone. Just as you would check in at an in-person Council, you will be sent to a "waiting room" on Zoom so your registration can be checked and then you may enter the meeting. We highly recommend that you join the meeting via Zoom on your computer, pad or smart phone, but if you prefer, you will be given the option to join in via phone call.

All are welcome to attend Council, but please remember that business is conducted by the delegate body. Council delegates consist of the following: the LWVAL Board of Directors, Local League Presidents, and 2 delegates from each local league or MAL unit.

Please note that our EqualTea Suffrage Celebration originally scheduled for the Saturday evening of Council has been postponed and will be rescheduled later in the year. Check our Facebook page and our website for the latest information.

Voter Rights Restoration Initiative for 2020

Kathy Jones

In November 2019 the Alabama League of Women Voters and the Campaign Legal Center (Washington DC) signed a Memo of Understanding (MOU) to collaborate on Voter Rights Restoration (VRR). As a part of this collaboration, CLC provided a grant that enabled LWV to sign-up for an Alacourt database account. In addition, Blair Bowie (CLC VRR lead) provided two Voter Rights restoration training sessions, which were recorded for folks who weren't able to attend the live sessions. As of March 1, 2020, seventeen (17) LWV members have submitted signed Alacourt Usage agreements and received Alacourt account access. Each Local League's Voter Service Committee should have at least one person with Alacourt access to support their Local League's activities.

On Thursday, February 27, 2020, Kathy Jones (the LWVAL VRR lead) joined Blair Bowie, John Paul Taylor, and Joyce Vance for a Voting Rights Panel in Tuscaloosa at the University of Alabama Law School. Kathy shared her local league's experiences with building a coalition of community groups for VRR in North Alabama and described the State League's partnership with CLC.

(continued on next page)




Voter Rights Restoration Initiative for 2020, continued

Blair Bowie visited several of Alabama's Local Leagues during the week of 2/25–3/3/2020 to discuss Voter Rights Restoration. She met with League members from the Tennessee Valley, Greater Tuscaloosa, East Alabama, and Greater Birmingham Local Leagues.

On March 26th, a teleconference has been scheduled to discuss questions, concerns, and ideas related to improving our statewide capabilities and our impact on Voter Rights Restoration. Local Leagues Voter Services Chairs and Voter Rights Restoration Alacourt account holders have been invited. Active LWV members should contact Kathy Jones at kjones@lwval.org if you would like to join this amazing Voter Rights Restoration team!

Republican Senate Conversation


Mary Anne Wilson



On February 6, 2020, a Conversation with the Candidates for the Republican Senate Primary race was held in Mobile at Spring College. LWVAL co-sponsored the event along with Spring Hill College and the Mobile and Baldwin Leagues. Lenise Ligon, a well known new anchor with WALA Fox 10, served as moderator. All seven primary candidates were invited. Although five had initially planned to attend, three were able to come to Mobile to participate—Stanley Adair, Arnold Mooney, and Ruth Page Nelson. In addition to questions on a range of topics prepared by the League, the audience had an opportunity to submit questions. The event was live streamed via Facebook, and a video is available to view on the LWVAL Facebook site.

Voting in the Time of COVID-19

Barbara Caddell



These are stressful times for everyone, especially for our elected officials on whom we rely to chart our way forward. The current election season in particular presents serious challenges for us and for our elected leaders. Ensuring free and fair elections while safeguarding the health and safety of voters and election workers is a daunting task. It calls for decisive action, action that considers the consequences of decisions made.

I am President of the League of Women Voters of Alabama, an organization which encourages informed and active participation in government, works to increase understanding of major public policy issues, and influences public policy through education and advocacy. We are well aware of the challenges involved in conducting elections because it is our mission to advocate for voters and the voting process.

The League of Women Voters appreciates Governor Ivey, General Marshall, and Secretary Merrill working together to postpone the primary run-off election in order to protect the health and safety of Alabamians as they conduct the election and vote. Democracy is not served when voters have to choose between protecting their health and voting.

While postponing the primary run-off addresses the immediate emergency situation, now is the opportune time to look ahead to reforms in the electoral process that would minimize disruptions in the future. “No-excuse” absentee voting and voting by mail are established methods to allow voting outside a physical polling place. To date, thirty-three states and the District of Columbia permit “no excuse” absentee voting and/or voting by mail. If Alabama had in place such provisions, the primary run-off could have proceeded on schedule.

Such modifications of our election system require legislative action. Our current health crisis and state of emergency have shown that the time for such action is now, particularly since there are some indications that COVID-19 could linger and impact the November general election. The League of Women Voters of Alabama urges the Alabama legislature at the very least to pass “no-excuse” absentee ballot legislation; there are several such bills already introduced. In addition, we urge the legislature to enact mail-in voting provisions, an option that would automatically be available to all registered voters, not just to those who apply for absentee ballots, even if there were “no excuse.”

Voting Rights Advancement Act Grant from LWVUS

Barbara Caddell

We in Alabama have been offered a wonderful opportunity to get funding for doing something we would do anyway. The “something” is advocating for H.R. 4, known as the Voting Rights Advancement Act. This federal legislation addresses some of the discriminatory electoral policies implemented when *Shelby County v Holder* removed the “preclearance” requirements from the Voting Rights Act. “Preclearance” required a federal review of any change in the electoral processes of targeted states—states (like Alabama) with a history of racial discrimination in voting. Without preclearance, some of these states implemented policies like requiring Voter ID at the polls which effectively restricted access to the ballot for persons without the ability to obtain these specialized forms of identification.

Alabama’s own Representative Terri Sewell worked across the aisle to introduce and pass H.R.4 in the House of Representatives. This bill would require federal oversight of any state’s voting practices when certain abuses occur. Unfortunately, the legislation is stalled in the Senate and cannot be allowed to die. The LWVUS has targeted monetary grants to states like Alabama (who have influential Senators) to create grassroots support for this important legislation and “put our money where our mouth is.” Robin

Buckelew and Kathy Jones have courageously stepped forward to lead us in this endeavor. We will be doing such things as sending postcards, organizing speaking opportunities, meeting with Senator Shelby, etc. to explain why H.R. 4 is necessary. Having some funding to carry out this advocacy will make us more effective.

Kathy and Robin will be speaking to each local league to explore how we can work together to help improve our voting process with the passage of the Voting Rights Advancement Act. They will furnish some talking points and explain ways that you can be effective advocates. I will be doing my part as your official spokesperson and I trust that you will do your part as well.



VOTE 411

Mary Anne Wilson

At the statewide level, Alabama this year will be electing a US Senator, 7 members of the US House of Representatives, Justices to the Alabama Supreme Court, Judges on the Courts of Criminal and Civil Appeals, Public Service Commission president, some districted State Board of Education seats and numerous county offices. LWVAL will be covering the state-wide races. Districted races and local elections will be within the purview of the local leagues in that particular area. (LWVUS covers the national races.) All of this voter information will be accessible in one place: Vote411.org.

LWVAL is pleased to report that sixteen of the twenty candidates in the contested statewide primary races, including all the judicial candidates, participated in Vote 411. In addition, LWVAL covered the amendment concerning the change in the structure of the state school board. Vote 411 will continue

for the primary runoff election on March 31 and again in the Fall for the general election on November 3. There are additional constitutional amendments slated to appear on the November ballot that will be added to the statewide 411.

Vote411.org is an excellent way for the League to fulfill an important part of its mission, to encourage informed and active participation in government.

If you are interested in volunteering to help LWVAL with Vote 411, please contact Mary Anne Wilson at mawilson8532@gmail.com.

To volunteer with your local leagues, contact the local Voter Services Chair.



Fair Maps Campaign

Robin Buckelew



On January 13, Robin Buckelew gave a talk to a League of Women Voters study group in Mobile County. Her presentation highlighted issues with the Supreme Court ruling gutting the Voting Rights Act of 1965 with respect to preclearance of voting rules in certain Southern areas and how HR 4 would affect that. On January 14, she gave a Fair Maps/Gerrymandering speech to the Baldwin County League of Women Voters, and on January 15 she spoke to the Mobile Chapter on the same subject.

During January, Barbara Caddell coordinated with the league presidents of 13 Southern states to send an editorial letter signed by all for publication in support of anti-gerrymandering legislation in Virginia. The letter was subsequently published.

On February 26 Robin Buckelew gave a speech to the League of Women Voters, Tennessee Valley, on gerrymandering, in a forum open to the public. Attendance was good, and one participant carried a sign (see photograph) in the Huntsville enactment of the 1965 Selma March on March 1. Catherine Davies of the Tuscaloosa Chapter also gave a talk to the Tennessee Valley chapter in February.

LWVAL Advocacy Team

Kathy Jones



The LWVAL Board has given provisional approval for the creation of a new Advocacy Team (AT) that would be chaired by a state Board member, with other members appointed by the State, Local Leagues, and Member at Large Units. This team will adopt a slate of advocacy priorities in coordination with the State and Local League organizations. For each priority, the Advocacy Team (with Board oversight) will develop talking points and an advocacy implementation strategy. The AT will be a year-round forum to address state/federal issues that need focused LWVAL advocacy. The LWVAL strongly encourages all of the state's League organizations to join the Advocacy Team since there is a significant benefit to collaborating on issue advocacy planning and implementation. We realize that each local league is organized uniquely, with its own needs and priorities that will shape participation. Kathy Jones at Kathy.u.jones@gmail.com will be contacting the Local Leagues and the Members at Large Unit over the next few weeks to review the proposed Advocacy Team structure and activities. **League members should contact Robin Buckelew at wpbrbb@att.net for more information about our current exciting advocacy opportunities!**

Census 2020: A Call to Arms!

Carol Prickett



As I write, it is April 1, national census day in the US, a day that American residents are officially counted as the Constitution requires. Every decade since 1790, Americans have responded to questionnaires containing demographic information about themselves and the people living in their houses. Most League members understand the importance of the census and, even in the midst of a tragic pandemic and the roller coaster of an election year, simply sat at a computer, spent fewer than 10 minutes answering, and closed that chapter for another decade. Even the distractions of important primary elections and presidential campaigns (this is only the 12th time in the nation's history that a census and a presidential election have coincided) would not interfere.

Sadly, the underrepresented portions of our population that the League is committed to involving in our electoral process are the ones most likely to miss being counted and, as a result, to lose big time in the aftermath of a potential undercount. This is a "call to arms" to go beyond just doing your own citizenship duty of responding, but to find a way to advance the process on behalf of those who do not have computers, are misinformed about the need to reply, have been given misinformation about what personal information will be asked, or are otherwise slipping through the cracks.

Alabama stands to lose BIG TIME-- Congressional representation, biased redistricting, public services and funds--if these folks aren't counted.

What can you do? It is surprisingly easy to get involved, with as much or as little time as you can invest. You will NOT be required to go to strangers' doors in unfamiliar neighborhoods! If you make phone calls, you will be given a phone to use and NOT be calling from your personal phone. There is much work to do and, as we all know, many hands make light work.

Why give this a second thought? The pandemic has closed universities, and the work of several of our leagues to enlist university students to assist with the census evaporated on the spot. Our mainline members can help fill these gaps, WORKING FROM HOME.

Right now, all field work has been suspended because fingerprinting cannot be done until it is healthy to do so, which gives members who were dawdling a chance to catch up.

Simply go to <https://2020census.gov/en/jobs.html>, click on "Apply Now" and start exploring your options to help make this a successful census, with an accurate count of all those who reside in Alabama, just as the US Constitution asks us to do.

Anne Permaloff Memorial

Ruth Ott



The Montgomery League and the State League were greatly saddened by the 2019 Christmas Eve passing of Anne Permaloff Grafton, outstanding leader at the state and local levels. Anne has been essentially everything to the League for decades. She served as State President twice and held offices, plus essentially carried the Montgomery League for several decades.

After they met and married at the University of Houston, Anne and Carl moved to Montgomery in 1975 to both teach at Auburn University Montgomery. It is difficult to cover all the facets of Anne's work—Professor, Co-Author of several political books, Director of the AUM Air University program, first consumer member of the Alabama State Board of Nursing, Board member for the Alabama Sunshine Center—and so much more. She was not only tireless in her commitment to her work and her community, but she also did it all so well.

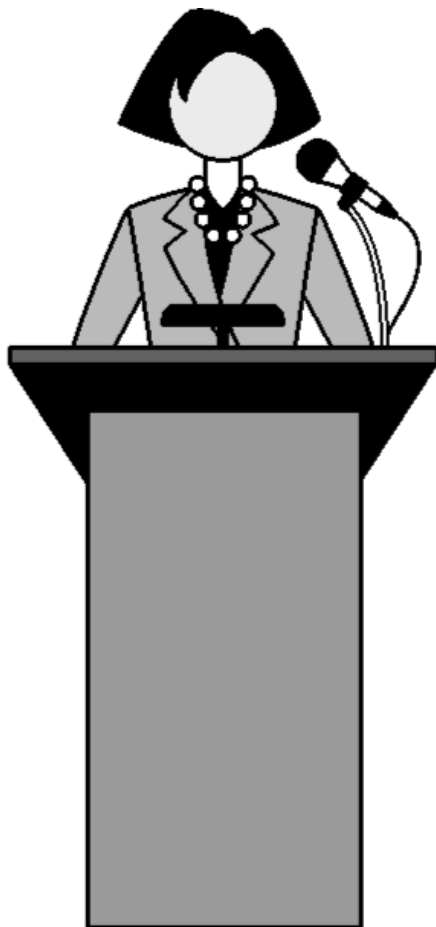
Anne was by far the most capable and most organized human being I have ever known. She gave each responsibility her full attention, and gave much time thinking how to make it better, more efficient, more thorough. There are lots of busy people in the world, but few who give such complete attention to everything they attempt. In her last week of life, she was still answering her phone, trying to help whomever was calling on her for her expertise.

The Alabama League has lost a tireless and truly dedicated servant. May she rest in peace; she has surely earned it. Our blessings to Carl as he faces the world without his Anne. We all know what it is to miss her.



SE AL MAL Community Forum

Glenda Davis



The newly formed Southeast Alabama League of Women Voters MAL held a forum on February 9th, 2020 at the Westgate Library community room, in Dothan, Alabama. The purpose of the forum was to share information with our community regarding Amendment #1 on the ballot which will be voted on March 3rd. This amendment proposes changing the way State School Board Officials are selected—either by election, as is currently the method, or by appointment by the Governor. State Senator Greg Albritton from District 22 is a co-sponsor of the amendment to change from an elected school board to an appointed school board. He spoke on that viewpoint. Larry Lee, a public education advocate and blogger, spoke on the alternative viewpoint of keeping the selection by public ballot. Both sides presented very respectful thoughts, ideas, and views to a community room of approximately 40 citizens. The forum was moderated by member Martha Jo Small Dennison. This, our first informational forum, was a huge success and we intend to hold other forums in the future to help our citizens be part of a well-informed electorates, as called for by Thomas Jefferson, as a prerequisite for democracy.

Growing the League

Kathryn Byrd, LWVAL MAL Advisor



It has been a long-term dream to develop a "League presence" in the southeastern part of Alabama. I have been working on developing Member-at-Large (MAL) units in various regions of the state for several years. I have learned that the best catalyst is having someone from the local area contact the State League about starting up a local league. Sometimes it takes a couple of tries. In the Florence area, Nancy Muse contacted us, and we set up an informational forum. We acquired some MAL members, but not enough momentum to form a true MAL unit. A year later Michelle Bernstein moved to the area and contacted us. Nancy, Michelle and I tried again, this time with great success, and the Shoals Area MAL was formed. They have since met the requirements to become a fully recognized league.

Kathy Jones of Huntsville had just retired and was sending her daughter off to college, and she had the time, the skills, and the interest to spearhead the formation of the Tennessee Valley MAL unit. This group started off with a bang and now is a fully recognized local league. It should be noted that both MAL units extended their leadership to the state level with members taking positions on the LWVAL State Board.

Back to the dream of a Dothan area MAL unit...moving towards full recognition. Stephanie Butler contacted us last fall, and we took steps to achieve our dream. A well-attended informational meeting was held on December 2nd at the Dothan Main Public Library. The group was anxious to get going, so an organizational meeting was held on December 15th. Stephanie and others worked hard so that we were able to go through the requirements to become a duly recognized MAL unit: the Southeast Alabama League of Women Voters MAL unit. They use the acronym SEAL. The members wasted no time in making plans for voter registration drives and a forum on the recent proposed amendment to the Alabama constitution to determine whether Alabama's State School Board should be appointed rather than elected by district. Two experts, one for and one against passage of amendment, appeared. Not only did the voters of the SEAL area have the chance to become better acquainted with the issue, but SEAL received good publicity, thus establishing it as an important political resource. Way to go!!

Arise Advocacy Day Attracts Leaguers

Barbara Caddell

Sixteen League members from all over Alabama traveled to Montgomery on February 25 to attend Alabama Arise's legislative day. The day began with some useful information as the three issues for emphasis (untaxing groceries, expanding Medicaid, and increasing funding for public transit) were introduced and talking points were provided. Arise staffers explained the background of each issue and took questions. In addition to the three issues chosen for emphasis, Arise staffers provided information about an array of other issues that have come to the attention of the legislature recently: payday lending, landlord tenant laws, Open Records Act, etc.


One of the highlights of the day was a press conference covered by a large group of journalists, both television and print media. Flanked by Arise members from throughout Alabama, Arise Executive Director Robyn Hyden delivered a passionate appeal for untaxing groceries and replacing the revenues with progressive tax reform.

As each house of the legislature convened in the afternoon, Arise members were formally recognized by the chair of each body. When Arise's 200 attendees stood to be recognized, we made an impressive group. For the remaining portion of the afternoon, we visited individual legislators and attended committee hearings which addressed our issues. Many of us made effective contact with house and senate members. The day ended with a recap of our efforts, including some successes. We went home strengthened by our collaboration with others of like mind. We are stronger together!



A Celebration of the Centennial of Women's Suffrage

Kathryn Byrd



Sunday, February 16th, the League of Women Voters of Greater Tuscaloosa joined other organizations and departments of the University of Alabama, to honor the passage of the 19th amendment of the U.S. Constitution to grant women the right to vote. Joining the LWVGT were the Tuscaloosa Branch of the American Association of University Women, the Beta Chapter of Delta Kappa Gamma (women's educational honorary), UA Ferguson Student Center (which supplied the space, chairs, tables, and audiovisual equipment), UA School of Social Work, UA Department of Women and Racial Studies, and UA's Women and Gender Resource Center. The LWVGT Ed Fund provided funding, along with Delta Kappa Gamma. Approximately 175 attended the two-hour event.

Acknowledging that girls represent the hopes and dreams of women in the future, Brownie Scout Troop # 32 presented the colors and led the Pledge of Allegiance. UA Music students Jessica Konrad and Miranda Shapiro wowed the audience with an a capella presentation of "Votes for Women" by Pauline Russell Brown, followed by Dolly Parton's hilarious video "19th Amendment," and a sing-along by Helen Reddy in

I am a Woman."

The video "The 19th Amendment: A Woman's Right to Vote" presented the arduous journey to passage of the amendment, including both the good and the bad sides of the story. The video was followed by a panel at which the participants addressed the past, present, and what they envisioned for the future. Martha Morgan, Professor Emerita of the UA Law School moderated, with panelists Laura Gregory (who had recently run for office), Lillian Roth (UA grad student and past SGA President), and Sue Thompson (attorney and expert on minority issues).

Following the closing, the Brownies retired the colors, and celebrants enjoyed our Equal-i-Tea, featuring paper teacups and saucers, bonbons, petit fours, and, of course, Girl Scout Cookies. Attendees enjoyed tea and visiting long after the event was over. And importantly, new alliances were forged. For further photos and coverage, go to the League of Women Voters of Greater Tuscaloosa account on Facebook.

COVID-19 and Elections

Stephen Stetson



As people are getting sick all around us, many passing away from an unprecedented pandemic, it's not just our health care system and economy that are facing a strain—it's also our democracy. The League of Women Voters remains on the frontlines of the issues confronting us, many of which have been amplified by the current crisis. It's important not only to think about how we have meetings and public events, but also how we conduct elections.

At a time when social distancing is a vital operating system, how will we deal with polling places, perform voter registration outreach, or even act as an in-person witness to certify an absentee ballot? The League is grappling with these issues, and you almost certainly are, too.

Each day presents a new round of shocking developments, but at least one thing remains true during this pandemic: We are stronger together. It's vital that we not take our eyes off the policies that underpin our democracy. It's vital that we not give in to fear and despair. Please stay attuned to your trusted sources of information about the League of Women Voters and our allies who are tirelessly working on behalf of our ideals and our neighbors.

The League of Women Voters was founded 100 years ago, as a different pandemic was sweeping across the nation. We survived the Spanish Flu, and we're going to survive COVID-19 as well. We hope that you are not only attending to your personal safety and immediate needs, but that you are also finding reservoirs of strength that will allow you to get involved with the ongoing struggle to encourage informed and active participation in government, to increase understanding of major public policy issues, and to influence public policy through education and advocacy.

LWVUS Convention


June 25-June 28, 2020

COVID-19 has presented quite a challenge to plans for a power-packed LWVUS Convention and Suffrage Centennial Celebration. At press time, Convention planners are revising plans and possibly use virtual technology. Final Convention plans will be announced in May. Please save the dates anyway to accommodate these revised plans.



Women's Suffrage Centennial Resources

Diana Eidson



Women's Vote Centennial is "the official site commemorating 100 years of women's right to vote." On this site, users can learn about the Women's Suffrage Centennial Commission's many resources, including Women's Suffrage Learning Centers (sponsored by the National Archives, the Smithsonian Institution, and the National Park Service, among others), Kid's Corner, digital artifacts, and a blog called the *Yellow Rose Journal*. You can also participate in campaigns, programs, and initiatives such as the Trailblazers Book Club and National Suffrage Month (August 2020). The "Suff Shop" showcases a number of suffrage celebration items such as apparel and décor featuring yellow rose and "Votes for Women" images. The Commission's page on Alabama offers a state planning guide, a list of events and activities, and links to a number of resources, such as the Women's Suffrage page on the Alabama 200 website.

The Alabama Women's Suffrage Centennial Committee's website offers users a wealth of resources: a calendar of events (though many in the near future have been postponed or cancelled, alas); learning tools such as a U.S. timeline, the story of suffrage in our state, and profiles of key Alabama women; and resources such as archival collections, a list of speakers for events, and voter registration information. This site is visually appealing and easy to navigate. Best of all, our own Barbara Caddell is co-chair of the commission, which is sponsored in part by the League of Women Voters.

Local League Reports



There are now eight Local Leagues and one Member-at-Large Unit in Alabama! Click below to find out what's happening around the state.

[LWV Baldwin County](#)

[LWV East Alabama](#)

[LWV Greater Birmingham](#)

[LWV Greater Tuscaloosa](#)

[LWV Mobile](#)

[LWV Montgomery](#)

[LWV Southeast Alabama MAL Unit](#)

[LWV Shoals](#)

[LWV Tennessee Valley](#)

Diversity, Equity, and Inclusion



The Harvard Business Review recently published a noteworthy article on Diversity, Equity, and Inclusion. It is called "[Diversity and Authenticity](#)".