alzheimer's association®

Diversity, Equity, & Inclusion Action Plan Strategies

BUILDING A DIVERSE LEADERSHIP PIPELINE

Building a broader and more diverse pool of board applicants and board leaders

It is important to be intentional about recruiting diverse board members. It will not happen organically.

Personal one on one outreach and recruitment of diverse leaders is key.

- Encourage diverse leaders to apply for board openings through transparent, clear, and meaningful invitations.
- Ensure the pathway to board leadership is inclusive and equitable.
- Generate inclusive selection and appointment process.
- Create relationships with new and diverse communities to increase recruiting reach

alzheimer's association®

Diversity, Equity, & Inclusion Action Plan Strategies

MESSAGING INCLUSION DIALOUGE & OUTREACH

Promoting D/E/I messaging, dialogue, and conversations as a priority across the board's platforms and activities

Tell the story, tell it again, tell it one more time, and keep telling it.

- **Keep diversity, equity, and inclusion a standard topic of conversation at board meetings, in committee meetings, and retreats.**
- **Promote the board's D/E/I goals and strategies in recruitment conversations and invitations.**
- **Celebrate success and be transparent about areas of growth.**

alzheimer's association®

Diversity, Equity, & Inclusion Action Plan Strategies

IMPLEMENTING TOOLS TO SUCCEED

Creating the tools, relationships, programs, policies, and bylaws for the board to implement D/E/I goals

It's about more than putting new people in the room or creating a sense of belonging but developing the systems that make all of that and the steps in between, possible.

By asking the right questions and in turn developing initiatives, actions and programs to address them, equity creates the conditions for inclusion.

- The board has well-intentioned leaders requesting support and direction to build D/E/I.
- The board currently lack the tools, consistent procedures, and coherent institution wide strategies to promote D/E/I.
- Provide training, tools, and resources to assist the board as a whole (and its individual members) in achieving D/E/I growth.

alzheimer's association®

Diversity, Equity, & Inclusion Action Plan Strategies

ACCOUNTBILITY: TRACKING, REPORTING AND MEASURING

Introducing leadership-wide accountability through reporting, tracking implementing, and measuring progress

D/E/I is a top leadership priority and requires engagement from all levels of the board and chapter to succeed.

All leaders are equipped with tools, educated with programing, empowered to act and accountable for achieving D/E/I goals.

- It is difficult to measure inclusivity. There will be intangible changes, impact and progress that cannot be measured.
- The board has a role in holding the Chapter and its leadership accountable for internal D/E/I goals.
- Transparency is key.