Diversity, Equity, & Inclusion Action Plan Strategies

**BUILDING A DIVERSE LEADERSHIP PIPELINE**

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

<table>
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<tr>
<th>It is important to be intentional about recruiting diverse board members. It will not happen organically.</th>
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<td>Personal one on one outreach and recruitment of diverse leaders is key.</td>
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- 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.
### 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.
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.
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ACCOUNTABILITY: TRACKING, REPORTING AND MEASURING

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

- 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.

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.