

Sharing Our Success (SOS) Submission Form

Chapter Name:	Southeastern Wisconsin
Chapter Membership Size:	Medium (101-299)
Chapter Contact Person:	Colin Hahn
Email Address:	colin.hahn@gmail.com
Phone Number:	(414) 897-6174
Chapter Board Position:	Past President
Chapter Website URL:	https://www.sewi-atd.org
Submission Title:	Promoting DEI by Discussing Impacts in Monthly Events
What did you do? (a 2-3 sentence summary of your effort):	We asked presenters to explicitly discuss the DEI implications during their monthly program discussions
Who benefitted from this effort (Target Audience) Check all that apply:	Chapter Members Chapter Partners Potential Chapter Members Non-Chapter Members
Why did you do it? What chapter needs were addressed?	The chapter saw an opportunity to lead conversations on how talent development can contribute to diversity, equity, and inclusion efforts. We also saw an opportunity to demonstrate our commitment to inclusion and belonging by showing how these conversations are not just one-off issues or special topics.
What were the measurable outcomes? (May include data regarding financial gains, membership increases, target audience satisfaction levels, publicity for the chapter or for the profession, etc.)	The chapter proactively included DEI conversations in 14 of our events in 2021. While we can't show a direct correlation, our member survey showed that 91% of our members agreed or strongly agreed that they feel welcome at our chapter events.
What steps did you take to implement this effort? (Remember that other chapter leaders will use this to replicate the effort. Be specific)	When setting up each monthly event, a board member or committee member met with the speaker and asked them to proactively address how their topic related to DEI. If necessary, the person brainstormed with the presenter to identify possible areas of connection.
Is there anything you would do differently?	While not necessary, it would have been helpful to have a couple of volunteers go through the Capability Model and generate some example connections for each area, in case the presenter needed additional suggestions to start their thinking.

When did you start working on this effort?	Jan 01, 2021
When did this effort go live?	Feb 01, 2021
Approximately how many hours were spent working on this? Include an estimate of hours spent across all board members and volunteers.	5
What resources did you use? Check all that apply:	Volunteers Board Members
How many volunteers were you able to recruit?	N/A
Which board positions were involved in the effort?	VP of Professional Development
Do you have any additional insights to share with other chapters implementing this effort?	This was an easy way to increase the frequency and quality of our DEI conversations. We may consider adding a question about how the presenter would make this connection to our presenter submission form.
How did you become familiar with the Sharing Our Success (SOS) program? Select all that apply:	Chapter Leader ATD Chapter Leaders Conference (ALC) National Advisors for Chapters (NAC) NAC Area Call Leader Connection Newsletter (LCN) Chapter Relations Manager (CRM)
Would you be willing to apply to present on this submission at the ATD Chapter Leaders Conference (ALC)? *Request for Proposals (RFPs) open in May of each year at td.org/alc. Selected session facilitators receive complimentary registration.	Yes