**When reviewing or identifying potential speakers, explore if you can find speakers from underrepresented groups.**

1. Solicit suggestions for speakers from underrepresented groups that can speak on talent-related topics, and ask those speakers if there is a topic they would like to present on.

2. Reach out to professional associations that focus on underrepresented groups, and ask for recommendations on members that could speak on talent-related topics.

3. Ask past presenters to recommend people in their network from underrepresented groups that would be good presenters for the chapter.

4. Encourage potential speakers to propose a co-presenter who can bring an additional perspective or background to their session.

**When discussing sessions, ask the speaker to address how the topic implicates DEI issues.**

1. Schedule time to review the content with the speaker

2. Ask the speaker if he/she can draw connections to DEI issues with the topic. You can use questions like:

a) Can these tools/techniques/ideas help uncover barriers to diversity, equity, or inclusion?

b) How have organizations used these tools/techniques/ideas to improve diversity, equity, or inclusion?

c) Do these tools/techniques/ideas have different impacts on different employee/customer/provider populations?

d) Are there possible unintended consequences to diversity/equity/inclusion efforts if these tools/techniques/ideas are not used thoughtfully?

e) If the speaker is not able to identify connections to their specific topic, identify an area of the capability model that connects with their topic and suggest some DEI questions based on the capability model area.

3. Ask the speaker to add a section to their presentation to explicitly identify those DEI connections and provide some examples or suggestions.