ATD CHAPTERS

EMBEDDING DIVERSITY, EQUITY, AND INCLUSION INTO ADMINISTRATION AND OPERATIONS

Get on the same page with terms of the matter and how they are defined.

DIVERSITY

Understanding and appreciating differences and promoting "bringing our full selves to work."

Board of Directors:
List the ways your board is representative of your community.
Governance:
List the policies and bylaws that support and encourage different viewpoints and create an environment where everyone feels accepted and contributes fully.
Finance:
How do you reflect diversity in your sponsorships and partnerships?
Membership:
How do you gain awareness of the diversity of your membership?
Communication:
How are your visuals representative of your community?
Programming:
How do you incorporate DEI within your programming calendar?

EQUITY

Promoting justice, impartiality, and fairness within the procedures, processes, and distribution of resources by institutions or systems.

Board of Directors:
What steps do you take to minimize bias in board decisions?
Governance:
How do you recognize your membership needs in your chapter's operating plan?
Finance:
How are you removing barriers to entry?
Membership:
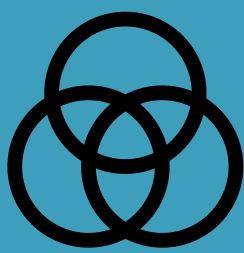How are you leveraging strategies for DEI that can potentially lead to more revenue to help support the membership?
Communication:
Have you asked members for their pronouns?
Programming:
What steps are you taking to ensure that accessibility is available for chapter members and guests at events?

INCLUSION

Purposeful practice of encouraging different viewpoints and creating an environment where everyone feels accepted and contributes fully.

Board of Directors:
How is the board using a DEI lens for decision making?
Governance:
Are you inclusive of all voices when making policy and bylaw decisions? If so, how?
Finance:
What are you doing to identify the accessibility needs of your membership in your expenditures and budget planning?
Membership:
What steps are you taking to welcome and appreciate membership diversity?
Communication:
What methods are you using to communicate with members and potential members (such as alt text)?
Programming:
What steps are you taking to ensure that your invited speakers are embracing DEI?

PRACTICING THESE STRATEGIES CAN POTENTIALLY LEAD TO MORE REVENUE TO HELP SUPPORT MEMBERS.