

**Diversity, Equity, and Inclusion Special Interest Group**

**Background/Need:**

In response to the 2020 Membership Survey, chapter members expressed an interest in the addition of a Diversity, Equity, and Inclusion special interest group. Consequently, the chapter is proposing the creation of a new special interest group (SIG) to address this need. This new SIG embraces the chapters commitment to building diverse and inclusive teams and empowering others to do the same.

**Mission/Purpose:**

The Diversity, Equity, and Inclusion (DEI) SIG aims to provide a safe space for chapter members to share their perspectives and gain practical skills to address the DEI challenges and opportunities in talent development to create a more inclusive community that is attuned to diverse personal and profession background, experiences, and insights.

**Membership:**

Active members of Greater Richmond are eligible to join the DEI SIG in accordance with the chapters operating guidelines. Non-members and guests of members are allowed to attend two free sessions

**Goals:**

**Increase chapter member knowledge and expertise in DEI.** The goal of the SIG is to facilitate discussion around Diversity, Equity and Inclusion to achieve common language and understanding. It also creates a forum to provide members with tools and techniques that assists them in transforming organization culture through the talent development space. All program offering will align with the TD capability model.

**Membership Growth**. It is envisioned the DEI SIG will result in an increase in the number of active members of the chapter.

**Operating Guidelines:**

1. The DEI SIG will be formed upon receipt of and will be operated under the provisions of the Articles of Incorporation and the Bylaws of the Chapter.
2. GRATD leadership votes and appoints two co-leaders of the GRATD DEI SIG who are also members of the SIG.  The co-leaders report to the Director of Communities of Practice.
3. The DEI SIG will commence with a Kick-Off session. The frequency of meetings will be determined after the initial feedback survey results of the first session. This information will inform programming and how often the SIG meets.
4. The co-leaders collaborate on all functions of the GRATD DEI SIG including, but not limited to, scheduling and facilitating meetings and providing updates to the Director of Communities of Practice.
5. The DEI SIG Leader will work with the Directors of Live and Virtual Events to GRATD leadership to plan relevant programming and identify speakers for the group.  Those individuals are contacted by the GRATD DEI SIG co-leaders.
6. The interested parties are scheduled to discuss varying current and relevant topics with GRATD DEI SIG members. The topic of each monthly meeting is added to the event listing in Wild Apricot.
7. During each GRATD DEI SIG meeting, topics are briefly presented then discussed. All attendees are encouraged to participate in the discussion. At the conclusion of the meeting, members have the option to continue the discussion on GRATD social media sites.

**Governance:**

The SIG leaders must be appointed by the Board approval and will report to the Director of Communities of Practice. SIG Leaders will serve one-year terms and may be reappointed. Persons serving as Special Interest Groups leaders must be Chapter members in good standing.

The Diversity Equity and Inclusion SIG will be led by Ms. Consuelo Adkins-Tyler, Manger, Global Learning and Development at Market Corporation. Ms. Shanaye La Beaud, Director of External Communication and Live Events. Lauren Philip, President-Elect will assist where necessary for the remainder of 2021.

**Kick Off Event:**

A proposed kick off event is tentatively planned for September 2021. The session will take form of a panel discussion. The panel discussion will be hosted and moderated by the SIG Leaders. Recommendations for speakers were sought from Richmond SHRM as they host an annual DEI conference. These are listed below:

* Mel Smith (<https://www.linkedin.com/in/melsmithjr/>) -He is the Director of D&I for Genworth.  He is actively involved on the board of Richmond SHRM and very connection to the DEI community.
* Jonathan Zur (<https://inclusiveva.org/about-vcic/staff/jonathan-zur/>) - President/CEO of the Virginia Center for Inclusive Communities.  He has presented at spoke at both GRATD and RSHRM a few years ago.
* Ace Callwood (<https://www.envoyportfolio.com/ace-callwood>) - He is a facilitator, speaker and mediation at Envoy Portfolio.  He does a lot of presentations in the DEI Space.
* Tamika Hurdle (<https://www.linkedin.com/in/tamika-hurdle-esq-mba-aa506950/>) She is in Compliance Investigations with Altria.  She headed up the 2021 Richmond SHRM’s D&I Symposium.
* Aurora Higgs (<https://aurorahiggs.com/>) – Founder of Borealis Consulting. She is on various boards in Richmond, Virginia. Her area of expertise centers arounds advocating for transgender policies.

**Future Considerations:**

**Strategic Partnerships**. Explore the possibility of partnering with Georgetown University, who currently offers an executive certificate in Diversity, Equity and Inclusion to offer discounts to chapter members who may consider pursuing the program.

**Extended Programming.** Survey the attendees to inform future programming.