

Sharing Our Success (SOS) Submission Form

Chapter Name:	Rochester
Chapter Membership Size:	Small (Less than 100)
Chapter Contact Person:	Stanley Byrd
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Phone Number:	(585) 362-2032
Chapter Board Position:	Vice President-Diversity, Equity and Inclusion
Chapter Website URL:	https://rocatd.wildapricot.org/
Submission Title:	Diversity, Equity, Inclusion Rochester Chapter Association for Talent Development (ROC-ATD) Launch

What did you do? (a 2-3 sentence summary of your effort):	In support of ROC-ATD's commitments to DEI in alignment with the Talent Development Capability Module. Support organizations and consultants in committing to a diverse and inclusive workforce by creating relationships and recruiting from diverse referral services. Hosting open dialogue talks about racism and other societal challenges within the organization. Ensure L&D content, classes and initiatives include images, references, facilitators, and leaders who are diverse. Advocate for senior-level leaders to participate addressing community issues.
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Who benefitted from this effort (Target Audience) Check all that apply:	<input type="checkbox"/> Chapter Members <input type="checkbox"/> Board Members <input type="checkbox"/> Chapter Volunteers <input type="checkbox"/> Chapter Sponsors <input type="checkbox"/> Chapter Partners <input type="checkbox"/> Potential Chapter Members <input type="checkbox"/> Non-Chapter Members <input type="checkbox"/> Consultants
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Why did you do it? What chapter needs were addressed?

1. The position of VP for Diversity Equity and Inclusion was created in the Fall of 2020 to provide the Board and Chapters members with a foundation for understanding, accessing, and planning their own initiatives in organizations or enhance the knowledge of this critical work in DEI and the impact on their outreach and success, outreach. (SEE POSITION DESCRIPTION ATTACHED)
2. Providing support for the Board in becoming a leader in the DEI space and its impact on Talent Development.
3. Assist the Board in diversifying its membership and the diversity of the greater Rochester community.
4. Highlight best practices for organizations and individuals starting their DEI Journey.

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.)

1. the initial measurable outcome was the registration and attendance for the labs and other related offerings.
2. Each DEI CoP and other DEI offerings ranged from 12- 27 registrants with an average of 12 - 15 attendees. The registrations increased with each activity.
3. During the 3 DEI Labs (over three months), we gained two new members (that we can track).
4. The feedback from the attendees has been highly rated. Note: we capture feedback at the end of the engagements.

What steps did you take to implement this effort? (Remember that other chapter leaders will use this to replicate the effort. Be specific)

1. Position was a dedicated position, not an add-on to another role.
2. The VP-DEI provided a PPT presentation to the Board members aligning the work with the Talent Development Capability Module
3. Introduced: "Agreements for Creating Brave and Courageous Spaces for Exploration, Conversations, and Active Learning." (see attachment).
3. The member workgroup was created with representation from Higher Education, Business, Finance, Health Care, and consultants. Each member takes an active role during the CoP- introductions, facilitation, and break-out groups. Our VP for Programming is one of our workgroup members; so we can best align our chapter offerings
4. Our CoP and membership input geared the programming towards members' requests.

The two-part program was very successful and gave us additional feedback on what the members wanted in the DEI space. 5. The first offering was reading "How to be An Anti-Racist" by Ibram X. Kendi and a subsequent review of the facilitation of best practices when facilitating a challenging subject matter. We choose this initial direction to gauge interest in the general topic of diversity and equity.

5. This effort included our VP Membership highlighting the benefits of membership at each session.

SEE THE ATTACHMENT WITH THE TIMELINE, DEI MINI-CONFERENCE OFFERING, AND SUMMARY OF THREE-PART LAB OFFERINGS

Is there anything you would do differently?	It was essential to take the time to build the program. We will create and ask participants to complete a survey for our next year of DEI Programming.
When did you start working on this effort?	Jan 01, 2021
When did this effort go live?	Jun 22, 2021
Approximately how many hours were spent working on this? Include an estimate of hours spent across all board members and volunteers.	50
What resources did you use? Check all that apply:	Volunteers Board Members
How many volunteers were you able to recruit?	6
Which board positions were involved in the effort?	VP-DEI, VP- Programming, VP- Membership
Do you have any additional insights to share with other chapters implementing this effort?	<ol style="list-style-type: none"> 1. Make sure your Board supports these efforts. 2. Provide DEI Board Training before launching efforts 3. Be very planful in how you decide to launch your efforts. 4. At the onset of our programming, receiving feedback from the attendees about future sessions was extremely important. As mentioned before, feedback was requested at the end of each session. 5. Chapters members requesting sessions on the central themes/focus on inclusion. <p>NOTE: I would like to attach the PPT Presentation made to the Board at the onset of our DEI JOURNEY but this template would not accept my PPT. I would like to send it along with this package if you can provide me with another way.</p>
Please attach any documents that help support this submission. It is highly encouraged to submit editable files (ex. Word, Excel, etc): (additional documents and documents over 2MB should be sent to sos@td.org)	https://www.formstack.com/admin/download/file/13605170083
additional supporting documents:	https://www.formstack.com/admin/download/file/13605170084
additional supporting documents:	https://www.formstack.com/admin/download/file/13605170085

How did you become familiar with the Sharing Our Success (SOS) program? Chapter Leader

Select all that apply:

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.

email_consent true
