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DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

Step 1: Build your Diversity, Equity, and Inclusion (DEI) Committee

Six Key Elements of an Effective DEI Committee

1. Diverse Members

Make sure that the DEI committee is made up of a team of individuals with different roles, levels, skills, and expertise. The more diverse the committee is, the larger the variety of perspectives.

2. Inclusive Members

Make sure the committee also includes people from marginalized groups and minorities. We also suggest having women make up at least 30% of the committee.

3. Decision-Making Power

For the committee to be able to implement changes in the organization, at least one of its members needs to be a key decision-maker in the organization, and one that can provide the necessary support.

4. Knowledgeable

The committee needs to be educated on the topic of diversity and inclusion, its benefits, and the various areas it entails. Consider having committee members attend online trainings, workshops, and seminars on DEI in preparation for their new role.

5. Committed

Make sure that committee members are clear on their roles and responsibilities, so they can set time aside in their agendas for regular meetings and work plans.

6. Strategic Thinking and Creativity

Committee members are responsible for tracking DEI initiatives implemented by others in the same sector. Members need to explore how their organization's approach to DEI compares to others and continuously look for creative initiatives to incorporate.

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