

IBMA Cultural Diversity, Equity, Inclusion - Phase 1 efforts...

VISION & POLICY

- Review existing public statements
 - Values
 - Mission
 - Strategic Plan
 - Member & Delegate communications
 - Accessibility of our communications
- Review private statements
 - Employee Handbook
 - Safety Protocols
- Craft new policies & statements
 - Anti-Harassment (Code of Conduct)
 - Member Pledge
 - Task force mission / goals

AWARENESS & EDUCATION

- Embrace cultural listening and sensitivity
 - Shift our language from “you’re welcome here” to “we want you here” (go out and find, outreach)
- Model presenter tactics & best practices
 - “What We Do That You Can Do, Too”
- Train our people (sensitivity)
 - Board
 - Staff & Contractors
 - Volunteers
 - Vendors & Partners
- Review our community insider “norms” that inhibit participation / new people
 - Self-examination – example: communication re hotels (save x# rooms for first timers?)
 - Perception of task force visible diversity / makeup

ACTION

- Proactive outreach to new constituencies
 - Identify target groups to start
 - Continuously look for whose voice is missing at table/on the task force [regular think tank calls?]
- Foster diverse talent
 - Mentorship and training programs, targeted scholarships to encourage
- At our own event...
 - Venue accessibility – King’s, The Architect
 - Post Anti-Harassment Policy visibly venues, in app, convention center
 - Showcase + panel breakdown, representation, observe pattern, set benchmarks + goals
 - Leveraging partnerships – example: the future of Shout & Shine

KEY

Immediate

Short Term (within 1 year)

Long Term (within 1-3 years)

