

# Diversity & Inclusion Action Plan Update-March 2022

**MISSION:** Ensure that Cable meets every member where they are, celebrates our members' diverse voices and experiences and creates an atmosphere where all feel welcomed, valued and respected. Ensure that the efforts of the Diversity & Inclusion team are molded into all RUTHERFORD Cable initiatives & practices.

## **Create a welcoming & affirming environment for all members & visitors**

- New location-Doubletree and searching for other options
- Dress For Your Day social media campaign
- New Member Guide Program to ensure all new members are welcomed into RUTHERFORD Cable
- Event Greeters at breakfast meetings
- Welcome guests in person, in presentation, and with small table gift
- Table facilitators at every table to ensure visitors & members feel welcomed.
- Send pre-event email to all guests to share what happens at an event (e.g.-networking, business cards, etc.)
- Send post-event survey which includes question about how welcome did the visitor/member feel. Share results with committees and board
- Study creation of a reporting process to address any issues relating to comments or concerns about member/visitor comments or behavior

## **Meet all women where they are**

- Created two scholarship programs
- Continue to emphasize Cable Continuum-different programs on different days and times to meet members where they are
- Virtual program options for those who can't attend in person
- Emphasize that it is OK to be a member and not serve as volunteer or committee member due to time commitments, season of life, childcare, priorities, etc.

## **Helping to move all women forward**

- Pathways to Leadership program offered to help membership understand how they can volunteer and the potential benefits of volunteering within the organization.
- Clear and transparent board, committee chair, and committee recruitment & selection process including self-nomination process and clarity about expected commitments and duties of positions.
- Diversity & Inclusion training for board members to continue and be expanded to include all board committee chairs and members starting in 2022/23 Cable year
- Continue Diversity & Inclusion focused special events (For example- Culture Bridge program with Jessica Holder)
- Continue to offer programs and events focused on professional development with diverse speakers and presenters.

**Vision for the future:**  
**Enlist a diverse group of members to help define the 2022-2025 Strategic Plan**

