

GREATER DES MOINES PARTNERSHIP INCLUSION COUNCIL OVERVIEW, ROLES, RESPONSIBILITIES AND EXPECTATIONS

The Greater Des Moines Partnership

The Greater Des Moines Partnership is the economic and community development organization that serves Greater Des Moines (DSM), Iowa. Together with 24 Affiliate Chambers of Commerce, more than 6,600 Regional Business Members and more than 340 Investors, The Partnership drives economic growth with one voice, one mission and as one region. Through innovation, strategic planning and global collaboration, The Partnership grows opportunity, helps create jobs and promotes DSM as the best place to build a business, a career and a future.

Inclusion Council

The Inclusion Council is a Partnership coalition of companies and nonprofit partners in the area of Talent Development. The mission of the Council is to **Share Best Practices** around Diversity and Inclusion, **Celebrate Success** of companies and organizations who are doing great work in this space and **Inspire Action** to participants, members and the community at large to ensure we have a diverse, vibrant and inclusive workplaces and region where all have the opportunity to connect, live, learn and thrive.

Sharing Best Practices

To fulfill this mission the Inclusion Council hosts a number of educational events and quarterly Roundtable Discussions where companies can learn Best Practices around DEI, no matter where they are in their journey. Emerging organizations can tap into industry leaders who have long histories of leading and working on DEI Initiatives.

The Council will continue bringing education to corporations and organizations about the Business Case for Diversity and Inclusion and bring awareness on untapped talent.

The annual Inclusion Forum also brings national and local experts on Diversity and Inclusion. Various speakers are invited to the Inclusion Council meetings to enhance the continued learning and education of council members on a variety of topics around DEI.

Celebrating Success

We all know DEI is not a destination but a journey. While it is almost impossible for any organization to say that they have accomplished Diversity and Inclusion in the work place, we want to recognize, applaud, and celebrate organizations who are proud of their initiatives and want to share their best practices with others, regardless of where they are at in this journey. We do this by giving **Inclusion Award(s)** annually to organization(s) making a difference in DEI in their workplaces and the community at large. Additionally, we highlight other success stories throughout the year in our Council meetings and via blogs, vlogs and other forms of communication.

Inspiring Action

Both individuals and corporations are gaining awareness of the increasing diversity in demographics, workforce and the community at large.

In this extremely changing demographics and diverse community today, DEI is no longer simply a 'nice' thing to do but a business imperative. However, it comes with various challenges. Who is in our community? What is the best way to ask a certain question? How

can I be culturally competent? How can I be an Ally? These are some examples of questions many employees at all levels encounter every day.

By providing various platforms to learn about a variety of DEI topics, have intimate conversations on difficult topics such as race and discrimination at our Roundtable discussions and the annual Forum; one of the ultimate goals of the Inclusion Council is to inspire individuals and members to take action; to be the change they want to see in the world, and become champions of Diversity and Inclusion.

We know this will have a ripple effect in making sure we have inclusive workplaces and communities within our region.

We don't have to engage in grand heroic actions to participate in the process of change. Small acts, when multiplied by millions of people can transform the world – Howard Zinn.

Sharing Best Practices	Celebrating Success	Inspiring Action
<ul style="list-style-type: none"> • Presentations during inclusion meetings on a variety of D&I topics, community groups, industry trends. • Quarterly Roundtable discussions. • Inclusion Forum sessions • Inclusion Guide • Untapped talent toolkit • Untapped talent series • Consulting services to new and emerging companies implementing D&I initiatives 	<ul style="list-style-type: none"> • Annual Inclusion Forum • Inclusion Award(s) • Blogs, stories and Business Record articles. • Inclusion Magazine 	<ul style="list-style-type: none"> • Inclusion Council meetings. • Personal and professional growth during Roundtable discussions • Keynote speaker and sessions at the annual Inclusion Forum.

Council Members

Term & Selection

The Greater Des Moines Partnership selects members annually that will comprise the Inclusion Council. This is at the Partnership's discretion, and all efforts will be made to honor investor requests as a priority while balancing cross-sectional industries within our region.

All seats will be up for reconsideration on an annual basis and will be evaluated on the expertise and contributions brought to the council, attendance in meetings and events, and being a strong liaison to the organization they represent.

The Partnership will select a variety of non-profit partners representing or working closely with specific demographics or bring a desired expertise to the council.

Job transitions

If a council member transitions out from an organization, Partnership reserves the right to evaluate the seat. Candidates will be allowed to continue having a seat at the council if they bring any special skills important to the Council, affiliation with special groups, subject matter expertise, level of past involvement, contributions to the Council and their attendance records in meetings and events. In case of job changes within an organization the investor will have the discretion to name a replacement.

Alternates

We understand schedules are busy, however consistency of participation makes the experience on the council more meaningful for Council members and the Partnership. Alternates will be allowed on a case by case basis. Please consult with the Program Director if you really need to have an alternate.

New members

The Partnership will evaluate requests from investors, members and existing Council members on a yearly basis and decide on new members based on need, expertise and value addition to the council. New members will only be allowed to join at the beginning of the calendar year unless it a replacement situation for an investor.

Each new member will be required to meet with the Partnership Program Director to review roles, responsibilities and understand expectations. New members will be invited to join the yearly planning meeting in December or January.

**Council
Member
Expectations**

- The Council meets six-times per year. Members will be expected to attend a minimum of four meetings per year.
- Council members are to attend council-produced events and act as an ambassador to all guests. This includes assisting in making everyone feel welcome, answering questions, facilitating connections, and accepting feedback.
- Council members should attempt to communicate their absence to the Inclusion Council Director 48-hours prior to meeting time when possible.
- Council members responsibility to the Council is representing their industry, their employer, and their affiliated organizations by sharing current events, best practices, concerns, and collaborative solutions.
- Council members are responsible for keeping themselves up to date on diversity and inclusion related trends.
- Council members should communicate with their internal inclusion program leaders and CEO (or other similar official) to share initiatives and best practices as learned through involvement in the Inclusion Council.
- Council members will promote Council produced events within their organizations and network.
- Council members will assist with at least one subcommittee each calendar year.

Key Initiatives

The Inclusion Council has the following Key Initiatives which have dedicated subcommittees charged with overseeing the advancement of said initiatives. Every member of the Council must serve on one of the following Subcommittees:

1. Roundtable Discussion (on hold for 2021)

The purpose of this initiative is to provide a platform for participants (corporate, nonprofits, government etc) to have intimate and healthy discussions around a variety of Diversity and Inclusion topics. This initiative falls under our Sharing Best Practice and Inspiring Action pillars of priorities. The role of this subcommittee is to help plan, coordinate and facilitate quarterly roundtable discussions. The committee will support host companies by providing guidance, topics, shaping the discussion, planning and executing the roundtable discussions.

2. Untapped Talent

With low unemployment rates, large percentage of baby boomers retiring, and declining native-born populations employers are required to be more innovative in their recruiting strategies and reaching out to a pools of untapped talent groups who are work ready. Bringing education and creating awareness about untapped talent, demystifying myths associated with untapped talent groups, encouraging employers to access these talent pools and providing community contacts, connections and resources to facilitate the process is a key initiative of the Greater Des Moines Partnerships' Inclusion Council since 2017.

The Partnership has focused on the following six groups of untapped talent.

- I. LGBTQ
- II. Veterans
- III. Ex-Offenders/returning citizens.
- IV. African Americans
- V. Foreign-born
- VI. Persons with disability

A toolkit on Untapped talent was first developed in 2018 as a resource. The toolkit is regarded as a living document with changes and updates on a yearly basis.

A subcommittee has been instrumental in developing the toolkit and will continue to help with upgrading and maintaining the toolkit. This Subcommittee hosted a series of six educational events for council members and employer's in 2020 on these untapped talent areas.

The subcommittee continues to update the toolkit with up to date information in the toolkit and continue to host webinars around the untapped talent groups to highlight the issue, challenges, opportunities and provide best practices to attract and retain workforce from these groups.

Council members who work closely with untapped talent groups, specific ethnic groups or populations or subject matter experts would be best suited in this committee.

3. Education in Action

This subcommittee will work on planning and hosting additional webinars on relevant DEI topics to the business community to continue our mission of sharing best practices around DEI.

4. Inclusion Summit

The purpose of the annual Inclusion summit is to share best practices around diversity, equity and inclusion, celebrate success and inspire action. National and local speakers and experts will share best practices and industry trends on DEI. Inclusion award(s) will be given to celebrate success. We want the event to Inspire Action for attendees to become change agents and contribute to creating an inclusive workplace and community in our region.

This subcommittee will provide leadership and support in planning and executing the annual Inclusion Forum by identifying speakers, topics, panels, and delivering keynote. It is best for individuals with longer term experience on the Council, have DEI leadership roles in their organizations and subject matter experts on DEI to be on this subcommittee. Partnership reserves the right to select members and sponsors.

5. Equity subcommittee

This is a new subcommittee established in 2021. The goal of the subcommittee is to bring resources and best practices around equity to the council work and to our business community.

The equity subcommittee will work on;

- i. Developing an equity toolkit
- ii. Review equity practices in the inclusion council and recommend change
- iii. Work with the education committee to present equity related webinars and
- iv. Work with the Inclusion summit committee to focus on equity related sessions in the summit.

Inclusion Council 2021			
First Name	Last Name	Committee	Organization
Marvin	DeJear	GDMP	GDMP
Molli	Davis	GDMP	Greater Des Moines Partnership
Sanjita	Pradhan	GDMP	Greater Des Moines Partnership
Micah	Kiel	Inclusion Chair	Wells Fargo
Sailu	Timbo	Vice Chair	Hy-Vee, Inc.
		Education in Action	
Tim	Perkins	Chair	IA Commission on Native American Affairs
Becky	Coady	Co-chair	ABI
Nick	Wuertz		Lutheran Services in Iowa
Ngan	Hoang		Girl Scouts of Greater Iowa
Mary	Hunter		Goodwill of Central Iowa
Joe	Gonzalez		Latino Festival / DMPD
Erica	Acosta		State of Iowa
		Untapped Talent	
Amanda	Banks	Chair	BirdDogHR
Michelle	Krefft		IVRS
Jade	Song	CXR	Iowa Asian Alliance
Jacob	Cummings		Des Moines Public Schools
Amber	Smith		Catch Des Moines
Mark	Danes		DMU
Quincy	Bland		UnityPoint
Tiffany	Menke		Urbandale Chamber
Whitney	Ford		Bankers Trust Company
Amber	Ramirez		Central Iowa Works
		Equity	
Courtney	Reyes	Equity	One Iowa
Manisha	Paudel		City of Des Moines
Annette	Jordan		LCS
Sherri	Nielsen		Easter Seals
Negus	S. Imhotep		Urban Dreams
Daniel	Hoffman-Zinnel	CXR	Capital Crossroads
Kate	Hightshoe		
Lori	Chesser		Davis Brown Law
Jesse	Hall		Iowa National Guard
		Inclusion Summit	
Angela	Weekley	Chair	Veridian Credit Union
Lisa	Coate	Co-chair	Nationwide
Heather	Hooks		Federal Home Loan Bank of DSM
Angela	Jackson	TBD	Athene
Lonnie	Dafney		EMC
Missy	Quaid		Wellmark Blue Cross Blue Shield
		Data and reporting	
Sherry	Gupta	Equity and or data	CultureAll
Ngan	Hoang		Girl Scouts of Greater Iowa
Erin	Lain		Drake University
Amy	Vokoun		The Palmer Group
Megan	Winge		YPC
?	?		Corteva

Last updated Feb 19, 2021