



Effective immediately, we are launching three pillars of engagement in this area. Knowing we have a great deal to learn, we are weaving an educational component into each action. We invite each Impact100 Chapter to join us as we listen, link arms, and lead change together.

## Impact100 Council Diversity, Inclusion, and Belonging

### ❖ LISTEN

- ❖ Establish a Council Committee for Diversity, Equity & Inclusion
- ❖ Improve diverse representation & membership
- ❖ Read, study, and grow our understanding

### ❖ LINK ARMS

- ❖ As an Ally
  - ❖ We take the struggle as our own, linking arms to learn & grow our effectiveness.
  - ❖ Implement & expand unconscious bias training
- ❖ As a Partner/Collaborator
  - ❖ We learn and grow in community with other leaders and organizations, such as, [CEO Action for Diversity & Inclusion](#), [Darren Walker/ Ford Foundation](#), [Robert Smith](#), [Anti-Defamation League](#), [Ava DuVernay](#), [Women's Philanthropy Institute](#), to name a few.
- ❖ Share Best Practices along with unsuccessful attempts to help us grow together

### ❖ LEAD

- ❖ Leadership Development
- ❖ Offer & Share DEI Educational Opportunities & Best Practices
- ❖ Utilizing every Impact100 Council learning platform, including the Global Conference, Leadership Workshops, Impact Manager Resource Center, Chapter Chats, and our soon to be released, "Accelerating Impact"Podcast.