

## DEIB Committee | Ally Membership Proposal

### Background

The 2023 Diversity, Equity, Inclusion, and Belonging (DEIB) Committee provided feedback that time is the most significant hurdle they have to active Committee participation. For many, it is a barrier to continued committee member status and active engagement. Members asked if the DEIB Committee would consider expanding Committee participation in a way that could allow supporters to maintain a more passive involvement.

This proposal reflects a solution to address this suggestion through the creation of a DEIB Ally Membership status.

### What does it mean for someone to maintain a CivicPlus Ally Membership Status?

- You are a supporter of the DEIB Committee
- You aim to be an ally at CivicPlus for women, BIPOC individuals, the Queer community, veterans, disabled individuals, and all others who identify as part of a historically excluded group

### How does an employee become a CivicPlus DEIB Ally?

To achieve CivicPlus DEIB Ally status, an employee must complete any three of the following five steps:

- You served a full term as a former or current DEIB Committee member
- You can show that you completed 10 or more hours of self-paced DEIB learning and educational content during your time at CivicPlus (sources include Lessonly, LinkedIn Learning, third-part webinars, etc.)
- You have attended 3 or more DEIB educational events during your time at CivicPlus
- You have been a mentor or a mentee in the DEIB Mentorship Program
- You are a current member of one of CivicPlus' employee resource groups (ERG)



## **What are the benefits of being a CivicPlus DEIB Ally?**

- You earn a digital certificate for your LinkedIn profile
- You are invited as an optional attendee for DEIB Committee Meetings and receive monthly agendas and meeting minutes
- You earn a custom icon for your Slack profile (note: Might need to be treated as a custom headshot frame/icon)
- You earn a \$10 store credit to purchase a DEIB t-shirt from Axomo
- You are invited to one Ally Membership virtual event annually
- Your feedback will be sought annually for constructive Committee improvement opportunities

## **Who will administer the CivicPlus DEIB Ally Program?**

The DEIB co-chairs will administer the Ally Program or it can be managed by a sub-committee of DEIB Committee members.