

MISSION STATEMENT

The Mission of the Diversity, Equity, and Inclusion Committee of the PMI Rochester Chapter is to support the furtherance of the overall chapter goals by continuously encouraging a vibrant, inclusive, diverse, and equitable project management community. Therefore, in the areas of membership recruitment, participation, volunteerism, leadership and influencer selection, the committee is dedicated to having a focus on underrepresented groups, and proactively learning and promoting policies and initiatives in the chapter that attract talent and participation of these groups.



POLICY STATEMENT

PMI Rochester is committed to modeling diversity, equity, and inclusion for the nonprofit sector of the Project Management industry, and to maintaining an inclusive environment with equitable treatment for all.

We encourage by our actions a diverse, inclusive, and equitable chapter where all members and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or development support needs, feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for involvement and advancement in all our committees, programs, and volunteer-based initiatives. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.



PMI Rochester sees diversity, equity, and inclusion as connected to our mission and critical to ensuring a healthy membership and volunteer base. Consistent with our mission, we embrace and strive to uphold the following values:

Seek opportunities to expand diversity in:

- Membership
- Volunteer base
- Leadership
- Selection of panelists
- Selection of speakers

Systemically address any inequities:

- Challenge assumptions and stereotypes
- Promote tolerance between members
- Maintain zero-tolerance for harassment
- Embody a transparent meritocracy
- Be willing to learn and grow

To create and sustain a diverse and inclusive culture, PMI Rochester abides by the following actions as incorporated into our implementing procedure:



Policy, goals, and initiatives:

- Expand organization's cultural competency
- Expand offerings to the underrepresented
- Set data-driven goals (feedback, surveys)
- Determine goals and initiatives annually
- Improve our cultural leadership pipeline
- Promote awareness of unconscious bias

Sustainability and Learning:

- Sustain the policy through reinforcement
- Weave the policy into decision-making
- Challenge current systems and policies
- Annually evaluate program effectiveness
- Curate policy and initiatives on our website
- Report program assessments to members

ADDITIONAL INFORMATION

PMI Rochester is committed to establishing a vibrant, inclusive, diverse, and equitable project management community. We are always looking for ways to get better and welcome feedback from any of our many members and volunteers. For further information about our policy, see the [Diversity, Equity, and Inclusion Policy - Supplemental Information](#)



Before we created a statement and policy, it was important to have a basic understanding of what these three words mean and the differences between them.

Diversity

Diversity is the presence of difference within a given setting. In this case the PMI Rochester Chapter is the setting and the differences typically refer to identity like race and gender, and sometimes ethnicity, religion, nationality, or sexual orientation. A person isn't diverse. They're unique. They can bring diversity to a group though. We're not looking for a diverse member or volunteer. Diversity is about a collective or a group.

Inclusion

Inclusion has to do with people with different identities feeling and/or being valued, leveraged, and welcomed within a given setting (whether that's a team, workplace, or industry). Longtime Diversity, Equity, and Inclusion educator, Verna Myers, said: "Diversity is being asked to the party. Inclusion is being asked to dance." Inclusion isn't a natural consequence of diversity. We can have a diverse team of talent, but that doesn't mean they feel welcomed or valued or are given opportunities to grow.

Equity

Equity is an approach that ensures everyone has access to the same opportunities. Equity recognizes that we don't all start from the same place because advantages and barriers exist. It's a process that acknowledges uneven starting places and seeks to correct the imbalance. Diversity and inclusion are both outcomes. Equity is not. It refers to the process an organization engages in to ensure that people with marginalized identities have an opportunity to grow, contribute, and develop.

Below is supplement guidance for the Diversity, Equity, and Inclusion committee and PMI Rochester board members to consider when establishing a sustainable Diversity and Inclusion Program.

1. Why is a diversity, equity, and inclusion policy important for nonprofits?

It's not enough to just have a policy in place to "cover your bases." We need to use it and strive to do better. Taking a stand by putting a policy in place is not enough. We need to build the core values of diversity, equity, and inclusion into our organization's operations and model those values to advance our mission. This is not a solution to the problem, but rather a starting point for the organization.

Here's why it's important to create and implement a policy and conduct these conversations as a part of the continued success of our organization:

Outside of the obvious moral imperative of equity, research shows that diversity in the workplace can boost the quality of decision-making and encourage people to be "more creative, more diligent, and harder-working." According to the National Council of Nonprofits, a more diverse staff can foster enhanced innovation. "When board members, employees, and others who shape the values and activities of a nonprofit come from a wide array of backgrounds, they each bring unique perspectives that shape, blend, and influence how to advance the nonprofit's mission and solve problems in potentially more innovative ways."



Read this blog post by Kishshana Palmer, CFRE to learn more about why nonprofits struggle with diversity:

<https://bloomerang.co/blog/why-do-nonprofits-struggle-with-diversity/>

2. Who should have a seat at the table when a policy is created?

There's no right or wrong answer to this question and every nonprofit will be different. These conversations should be organization-wide though; starting with the board a leadership, all the way down to volunteers.)

Here are some suggestions for who should be involved with creating and upholding the plan (everyone should participate in its implementation):

- Our organization's President should be the visible leader and spokesperson for achieving diversity.
- The Board of Directors should be involved from the very beginning.
- Create a diversity committee with representation that reflects the diversity of the organization and as many levels of the organizational structure as possible.
- Nominate a "diversity, equity, and inclusion" champion or create an award to recognize staff and/or volunteers. This could also be a diversity coordinator role(s) that liaisons between management, the board, and the diversity committee.
- Conduct exercises with all volunteers to get their input on what diversity, equity, and inclusion mean and use their feedback. Encourage volunteers to get involved with the committee.
- If it makes sense for our organization, consider hiring a consultant to assist with further planning and implementation.

3. What should we include in our policy?

Again, there is no right or wrong answer. But at the end of the day, we should only include goals and action items in our plan that we will actually strive to uphold and accomplish. Otherwise our policy is just empty words. Let's live out our diversity, inclusion, and equity plan in our organizational values.

Points of inclusion in our policy:

- Define the overarching organizational statement on cultural equity. This should be similar to our mission statement but focused on inclusion.
- Define what diversity, equity, inclusion mean for our organization. We draw these definitions from exercises with our organization's leader and the Diversity, Equity, & Inclusion Committee members.
- Establish diversity initiative goals our organization wants to hit or define how they will be determined in our operating procedures. These goals ideally wouldn't be about meeting arbitrary quotas, but rather high-level initiatives the organization should meet to foster diversity at our organization. This should be encoded into what our organization does to hold leadership accountable.
- Describe how diversity, equity, and inclusion principles for the organization will be implemented.



This could be in an action plan or a standard operating procedure. This section is answering the question of how we accomplish our high-level goals at an organizational level. These action points or tactics will help our organization uphold its diversity, equity, and inclusion goals.

4. Other tactics/action items:

- Focus more on outreach, eliminating formal education requirements if not necessary to ensure a diverse selection pool.
- Weave the policy into our organization's strategic plan, a zero-tolerance policy for bullying and harassment.
- Open a conversation with members and volunteers about what diversity, equity, and inclusion means to them. This will help our members feel heard and included, and their insight will help us judge our policy. Perform monthly, quarterly, or annual check-ins with members to see how they perceive our efforts are faring.
- Make sure our diversity committee is keeping a pulse on tactics and goals and pivoting when necessary.
- Partner with similar nonprofits. Partner up with other similar organizations to pool resources and expand offerings to underrepresented members for programming.
- Outline any diversity programming our organization currently has or plans to implement.
- Create a diversity committee to hold our organization accountable for these initiatives.
- Include a place for interested parties to donate to help our organization support diversity initiatives internally, and externally in the surrounding community.
- Create a section on our website, or on the diversity, equity, and inclusion policy page, that includes curated self-hosted and third-party articles, resources, and research about diversity, equity, and inclusion.
- Write and promote a blog post or press release about our organization's commitment to diversity, equity, and inclusion for itself and sector or industry as a whole.

5. Upholding the policy

If our organization is committed to creating a policy, we need to understand that effort must be put into implementing and upholding it. It is critically important to incorporate appropriate elements of the policy in our hiring, onboarding, and orientation processes for new members, volunteers, board members, committee members, etc.; then sustain the policy through integration and reinforcement at all levels and within all programs of the organization.

This information was modified from its primary source: [Diversity, Inclusion, and Equity Policy Template](#).