



## **Diversity, Equity and Inclusion Committee 2020**

### **IAEE Mission**

IAEE promotes the unique value of exhibitions and events that bring buyers and sellers together such as road shows, conferences with an exhibition component, and proprietary corporate exhibitions. IAEE is the principal resource for those who plan, produce and service the industry.

### **Background**

IAEE's first statement on diversity was approved by the board of directors in 1994. In 2016, the board revisited and updated the policy. The IAEE board of directors and staff value diversity and inclusion and both are committed to identifying diverse leaders to participate on committees, the board and in presentation opportunities without regard to color, disability, gender identity, national origin, race or sexual orientation.

We are living in extraordinary times and the recent Black Lives Matter events have made us question "is what the association doing enough." While the IAEE board and staff may believe the environment of the association is empowering, is this truly the case?

The importance of equality, diversity and inclusion cannot be understated and while a diverse group of individuals have achieved distinction and success in their exhibition industry careers and personal lives, many also share the same personal and career challenges with which many populations in business must contend. The concept of the Diversity, Equity and Inclusion Committee is to focus attention on the needs of individuals in our industry and membership who feel they are discriminated against.

### **Charge to the Committee**

The IAEE Diversity, Equity and Inclusion Committee will serve in an advisory capacity to the IAEE professional staff and board in identifying and developing initiatives and programming with the goal of elevating underrepresented individuals in positions of leadership both within the association and the industry. The Committee may consider conducting a needs analysis of identified demographics of the membership to determine educational needs.

### **Scope and objectives:**

1. Identify issues related to maximizing the diversity of IAEE's membership.
2. Encourage active participation by those who are discriminated against, including identifying barriers and how to remove them.
3. Advise the IAEE Board on mechanisms and programs that encourage diversity in leadership roles.
4. Recommend qualified industry experts to present and/or facilitate IAEE program(s).
5. Hold a quarterly online roundtable to discuss a topic around what is occurring globally around diversity and inclusion.
6. Develop programming specifically utilizing the data found in a needs assessment as framework for training needs meant to accelerate diverse individuals into leadership positions within their own companies.

- a. Recommend measurable criteria to be used to determine the success of the program.
- b. Evaluate the program using selected criteria to determine the success of the program and future implementation needs.

**Estimated Time Commitment**

**The Diversity, Equity and Inclusion Committee** members will be expected to meet bi-monthly via telephone conference. Conference calls will generally last 60 minutes each. Teams within the committee may be established to address specific tasks. In this event, members of the task-specific team may be required to participate in additional teleconferences.

The work of the committee will begin in September 2020.

*Created/reviewed August 2020*