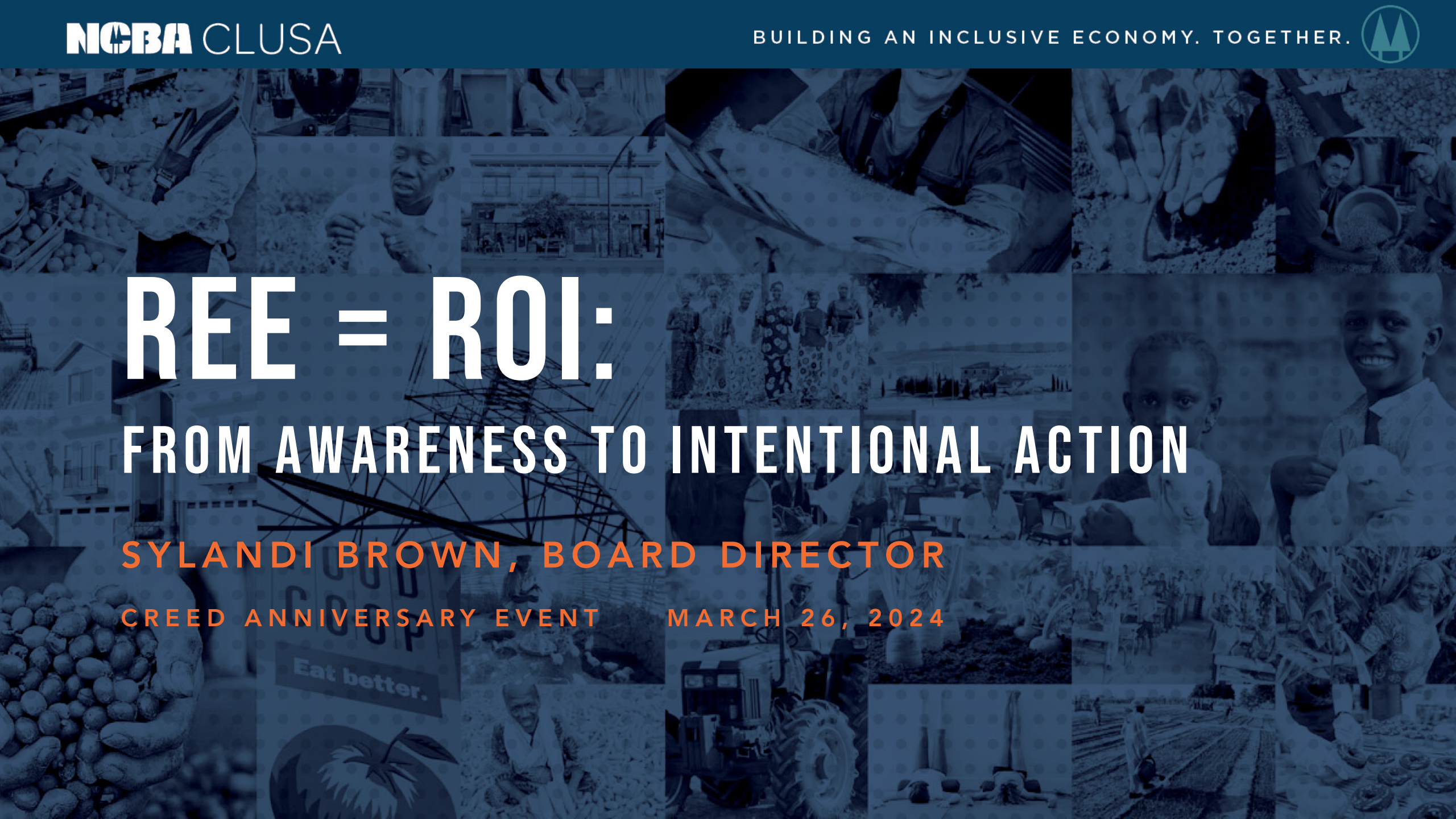




# REE = ROI: FROM AWARENESS TO INTENTIONAL ACTION

SYLANDI BROWN, BOARD DIRECTOR

CREED ANNIVERSARY EVENT      MARCH 26, 2024





# A CALL TO ACTION

“IT IS IMPORTANT TO NOTE THAT STRIVING FOR INCLUSION AND DIVERSITY IS NOT A PASSIVE OR AN INTUITIVE GOAL—IT REQUIRES **DELIBERATE AND ACTION-ORIENTED EFFORTS** BEGINNING WITH LEADERSHIP, AS THEY SET THE TONE IN OUR WORKPLACE.”

*- Open Letter to Leadership, April 2019*





# DEEPENING A CULTURE OF EQUITY AND INCLUSION



**PRIORITY 1:**  
Organizational Culture



**PRIORITY 2:**  
Career Pathing Opportunities



**PRIORITY 3:**  
Staffing and Recruiting

October  
2019

The Board of NCBA CLUSA adopts the resolution on DEI.

August  
2020

The Board adopts a DEI Strategic Plan.

April  
2021

NCBA Executive Committee creates DEI Advisory Working Group.

April  
2022

NCBA CLUSA signs the REE Pledge.

June  
2022

The Board approves policy changes to improve Board representation.

August  
2022

NCBA CLUSA completes the Board Composition Assessment.





# BOARD COMPOSITION

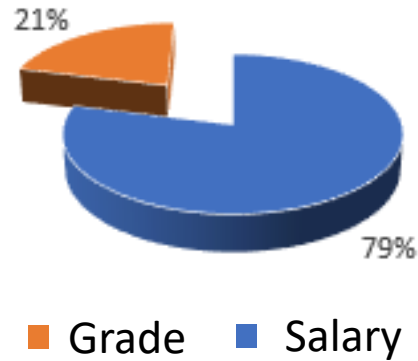
	2021	2022
Gender	64% male, 36% female	58% male, 42% female
Race/ Ethnicity	67% white 33% combined people of color	58% white 42% combined people of color



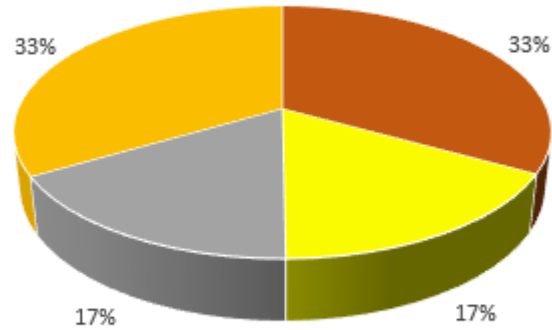
# RACIAL AND ETHNIC EQUITY PROGRESS



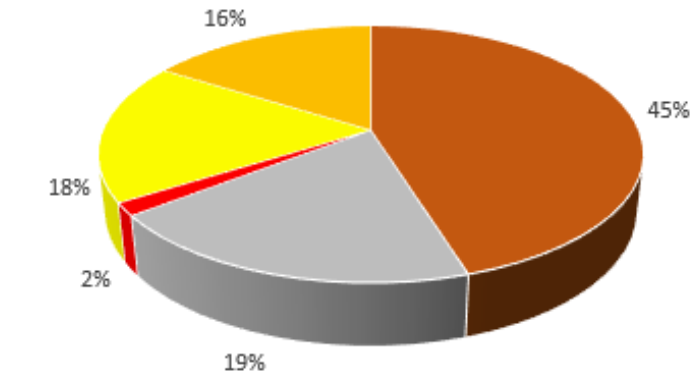
Percentage of population for changes in salary



Adjustments by Races

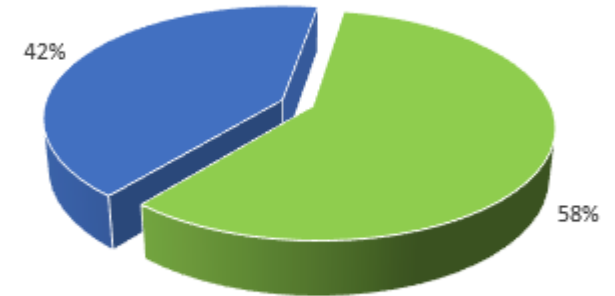


2022 NCBA make-up by Race



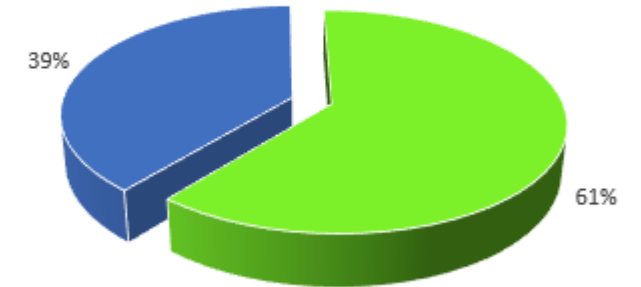
2022 NCBA Make-up by Gender

Adjustments by Gender



2022 NCBA Make-up by Gender

2022 NCBA Make-up by Gender



2022 NCBA Make-up by Gender



# METRICS AND ANALYSIS

## DEI PERFORMANCE MONITORING

**DEI Metrics:**

- # of women in Senior Leadership
- # of people of color in Senior leadership,
- # of people of color mid-level & below
- % of staff applying for vacancies
- # of staff applying for vacancies that meet qualifications
- # of staff reporting improved Management
- Number of complaints

Inputs	Activities	Outputs	Outcomes
<p>Dedicated funding to DEI Dedicated HR 20% LOE Logistic support</p>	<ul style="list-style-type: none"> <li>• DEI Training</li> <li>• Competence mapping</li> <li>• Career progression gap analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Increased number of people trained in DEI</li> <li>• Career progression protocols</li> <li>• Competency protocol</li> </ul>	<p><b>Transparency</b></p> <ul style="list-style-type: none"> <li>• Routine reporting of staff representation at all levels by race and gender</li> <li>• SLT accountable to make progress in gender parity and racial diversity</li> </ul> <p><b>Hiring, retention, and promotion</b></p> <ul style="list-style-type: none"> <li>• Racial and gender equity in hiring, retention, and promotion at all level</li> </ul> <p><b>Employee development</b></p> <ul style="list-style-type: none"> <li>• Equal opportunity to participate in thought leadership, training, and continuing education</li> <li>• Creation of affinity and support groups</li> </ul> <p><b>Policies and procedures</b></p> <ul style="list-style-type: none"> <li>• Clearly articulated disciplinary actions for violating DEI norms</li> </ul>





# THANK YOU!

TUESDAY, MARCH 26, 2024