

Active DEI Goals – In progress, **planned**, and on our **radar for the future**

Communications

- Continuing through 2023, gather follow-up data to monitor improvement from initial member feedback, i.e., deploy DEI pulse surveys.
 - **Report activities and accomplishments with annual accountability report.**
 - **Create indicators of belonging at AMP, e.g., membership spotlight in AMPlifications**
- **Gather testimonials about belonging or leadership development for membership marketing**

Member Community

- Continuing through 2023, revise nominating and appointment processes to mitigate bias and ensure diverse candidate slate and leadership pipeline.
 - Create metrics and process to assess effectiveness of mitigating bias and ensuring diversity in all volunteer groups, particularly the Board, i.e., assess and streamline leadership pipeline
- Continuing through 2023, developing programs for underrepresented groups to enhance sense of belonging, promote diversity, and develop new leaders.

Staff Empowerment, Education, Recruitment & Retention

- Continuing through 2023, gather follow-up data to monitor improvement from initial staff feedback, i.e., deploy DEI pulse surveys.
- Continue involvement of the DEI Staff Interest Group (SIG) to enhance a sense of belonging at AMP.
 - Identify DEI and other relevant issues; create, recommend, and implement initiatives and solutions by providing diverse insights.
 - Unite employees who identify as or support the community as allies.
 - Foster awareness, respect, and inclusion related to the focus area(s).