



## IECRM Diversity & Inclusion Committee Charter

July 2018

In 2018, the Board of Directors of the Independent Electrical Contractors Association Rocky Mountain (IECRM), established a strategic Diversity & Inclusion initiative for the association to build on the previous and existing efforts of the association and the apprenticeship program to attract, recruit, retain and sustain a diverse and inclusive membership and apprenticeship community for the electrical contracting industry.

IECRM is committed to increasing diversity of people, ideas, and beliefs and building an inclusive environment. We accomplish this by developing and implementing a strategic plan that recognizes the broad range of interests, experiences, values and cultural richness that define our country, industry and the IECRM community.

### **Committee:**

The Diversity and Inclusion Committee serves as a resource to the IECRM staff and members to support and guide the objectives for the association and advice on individual and systemic issues regarding diversity and inclusion facing the electrical industry.

The Diversity & Inclusion Committee grows from the foundation of the Veteran's Committee, which served IECRM for more than five years in providing outreach and awareness of opportunities in the industry for transitioning military personnel and their spouses. Committee members will be asked to serve a minimum of one year to ensure continuity but the committee will also welcome and encourage new members to ensure fresh ideas and expertise are leveraged on the committee.

### **Responsibilities:**

The Diversity and Inclusion Committee is charged with providing insight, recommendations and proposals to the IECRM Board of Directors and association leadership on initiatives that support comprehensive and systemic approaches to:

- promote the vital importance of developing industry professionals who can successfully operate and create results in a diverse and inclusive environment;
- foster and develop an inclusive atmosphere by proactively seeking to remove barriers to access/opportunity for students, apprentices and members from diverse and historically underrepresented populations;
- develop association policies, practices and partnerships that actively recognize and engage with diverse groups;
- encourage a learning and industry association environment that supports informed, honest, and respectful dialogue on diversity challenges and related issues that impact business, education and workforce development;



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- develop leaders and members who understand and actively promote diversity and inclusion within the association environment, the workplace, and the apprenticeship training program;
- actively seek and incorporate the suggestions of students, members, staff and other stakeholders into committee discussions
- identify other issues regarding diversity and inclusion that require attention in a premier association that supports training, learning and development of industry relationships.

**Next Steps:**

1. Consensus on Diversity & Inclusion vision/goals for IECRM by Board of Directors by 9/30/18
2. Recruitment/Outreach Awareness to build committee by 12/31/18
3. Develop action plan with Diversity & Inclusion committee that support association strategic goals by 3/31/19
4. Enhance and further outreach to new and existing community partners and other organizations with common goals and expertise to support IECRM objectives by 6/30/19