

# Keeping the Spark Alive

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# Agenda

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Governance & Membership

Strategy

Programming

Metrics

Questions





Listen.  
Learn.  
Lead.

# Governance & Membership

## Governance

- Sponsorship and Leadership
- Vision Alignment
- Team Purpose/Charter
- Team Name
- Funding

## Membership

- Attendance to Meetings
- Committees





# Strategy

## Align with System Goals

- Team Objectives
  - Workforce Diversity
  - Culture
  - Inclusion/Health Equity
- Community
- Responsible Party
- Shareholders/Partners
- Tactics/Programming
- Measurement



# Programming

## 4 C's Framework

### Commerce

Making a business impact for your company

### Community

Benefiting the communities you serve



### Career

Making an impact on the careers of your members

### Culture

Raising awareness to social/cultural group issues



Leverage Strategic Focus Areas



Schedule Regular Pulse Checks



Quality vs Quantity



Consolidated Calendar



# Metrics



# Plan Overview

**BRG Name: Abilities BRG**

**Lead/Co-Lead/Executive Sponsors:**

Charter/Value Proposition:

Strategy Statements:

- Support the development of the diversity recruiting strategy for IWD
- Support IWD retention efforts
- Grow cultural dexterity of members
- Support IWD Outreach Marketing efforts
- Support the community-based IWD's Initiatives
- Grow member professional development
- Support the Supplier Diversity Initiative
- Drive the theme and execution of Disa activities and events

*Identify specific action items /timing aimed at achieving objectives over business plan period.*

	4C Category	Short Term (Annual) Action items to complete cycle plan and/or objectives	Target Date/Qtr.	Contact	Measure	Status (R/Y/G)
1	Culture	Attend diversity recruitment event(s) (Disability:IN)			1 member participate in at least 1 recruitment event	○
2	Career	Partner with Talent Management to retain and advance IWD through mentoring program			5 members participate; net promoter score 8+	○
3	Career	Leverage YWCA to build employee base relative to social issues			1 member attend each meeting 10% IWDs attend at least 1 event Net promoter score 8+	○
4	Commerce	Provide insight on issues of relevance and sensitivity to women to advance sales, marketing and product development through Campaign X			Increase women's	○
5	Community	Partner DreamBank to support a local/national non-profit focused on IWD's			15% IWDs attend at least 1 event Net promoter score 8+	○
	Community	Foster skills-based volunteer opportunities for our membership base to support IWD's Wellness			15% IWDs attend at least 1 event Net promoter score 8+	○
6	Culture	Deliver/sponsor a quarterly member-facing lunch and learn, webinar or networking event specifically focused on the development of professional women (Leadership Development, Negotiation, Health and Wellness, Culture, etc)			15% IWDs attend at least 1 event Net promoter score 8+	○
7	Commerce	Support disability-owned businesses to impact the Supplier Diversity Initiative			90% spend to disability-owned biz	○
8	Culture	Deliver NDEA month			75% members attend	○
9	Culture	Drive visibility, recruitment and retainment of IWD members across all regions through multiple mediums (communication plan, quarterly newsletter, event calendar, recruitment drives, membership packet, onboarding packet, NEO presentations, advertising)			Increase membership 5%	○



# Questions