

Application: 9849

Murphy, Cheryl

Started at: 1/20/2024 10:10 PM - Finalized at: 2/15/2024 03:15 PM

Page: Entry Information

Submitted By

Murphy, Cheryl

Email Address

cherylm@cai-illinois.org

Chapter

CAI-IL

Chapter Size

Extra Large (1201+)

Category

Leadership

Program Name

DEI Initiative

Each question is worth 20 points and will be scored using the following rubric:

(1-5) Poor Didn't effectively answer the question

(6-1) Fair Answered the question

(11-15) Good Answered the question with more detail

(16-20) Excellent Went above and beyond with proven results and visible data

Describe the program and why it fits the category. (20pts)

In 2022, at the suggestion of CAI HQ, the IL Chapter instituted a DEI policy and posted it to our website at www.cai-illinois.org. (attachment 1).

The Board of Directors did not want the policy to be in print only. They wanted it to be a policy of action, so they began discussing how to do just that. Through a series of discussions, coaching sessions, leadership surveys, and review of results, the chapter has created a DEI Advisory Council to carry out the initiative.

This program fits in the Leadership category because it is incumbent upon our leaders to create a diverse, equitable, and inclusive environment in our chapter. The more people feel like they belong, the more likely they are to join CAI and become involved in the chapter.

How did this program meet the mission and vision of the chapter and CAI as a whole? (20pts)

CAI-IL Vision

CAI-IL is the premier organization inspiring community association excellence through best business practices, professionalism, effective leadership, and responsible citizenship by connecting homeowners, community managers, and business partners.

CAI-IL Mission

The mission of CAI-IL is to provide education, legislative advocacy, and professional service resources to achieve excellence in community associations.

With a goal of inspiring community association excellence, it is imperative that we include a variety of people, experiences, and opinions in the chapter. Additionally, effective leadership and responsible citizenship are significantly enhanced by encouraging as many different people as possible to learn, grow, and contribute to the chapter.

Several board members developed a DEI task force and started by attending a CAI National webinar in November 2022. Handouts from this session were shared with the entire board and thus began the effort to inspire community association excellence. (attachment 2)

What was the impact on the chapter and its members after completing the program? (Growth of membership, financially, public awareness, membership value, better chapter/member relationship, chapter operations, etc.) (20 pts)

The goal of this initiative was to explore CAI-IL leadership ideas on the topic of DEI, identify methods for making the published DEI policy an actionable plan, and establish a group of people who will keep the policy in the forefront of chapter directives. By prioritizing DEI in our chapter, we have improved chapter member relationships.

The board took a soft approach to the topic by hiring coaches to help us all learn our thoughts and concerns on the topic, rather than having a presenter tell us what we should do. (attachment 3) Then, equipped with the board ideas and concerns, we requested an expanded coaching proposal (attachment 4), created a committee chair meeting agenda (attachment 5), and developed a committee chair presentation (attachment 6) to open the concepts to committee chairs and expand the pool of ideas. As the ideas trickle down through each committee and throughout the entire membership, overall membership value improves.

Please provide quantifiable data supporting the rationale for success. (20pts)

Part of the coaching deliverable was to survey the CAI-IL Board of Directors, committee chairs, and chapter staff to determine our understanding of DEI, our views on DEI, and our thoughts on how well the chapter currently encourages DEI. (attachment 7). The purpose of the survey was to create a baseline of viewpoints to guide future actions.

Survey results showed that the 80-86% of board members and committee chairs were comfortable discussing beliefs, backgrounds, and cultural experiences with the leadership team. (attachment 8). This shows that there is an openness but also room for improvement which is the chapter focus.

We consider the DEI initiative a success because we now know where our leadership stands on the topic and we have some specific actions we can take to continue improvement in making every member feel like they belong here:

1. Education webinars and in-person training to help leadership discuss DEI comfortably.
2. Facilitation to assist with community meetings to jumpstart conversations.
3. Coaching training to equip leadership on techniques to engage in challenging conversations.
4. Coaching leaders to frame next steps.
5. Timely survey completion of members going forward to continue gathering comprehensive data.

How can you improve this program going forward? (20 pts)

The board established a DEI Advisory Council to assure that the work we did during 2023 will continue to impact the chapter in the future. (attachment 9).

The DEI Advisory Council will review the strategic plan, educate leadership, intentionally engage members to bring DEI vision to life, and encourage every member to grow in their DEI efforts.

The DEI Advisory Council will assure that this initiative continues to infiltrate and improve member relationships into the future.

Supporting documents including flyers, postcards, pictures, videos etc. can be uploaded below. While they aren't required for your submission we certainly encourage it.

Would you like to upload additional documents?

Yes

fileUpload2

Download File (https://caiawards.secure-platform.com/file/15148/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNTE0OCwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm92Print_Handouts_DEI_National_Board_2023.pdf)

fileUpload3

Download File (https://caiawards.secure-platform.com/file/15149/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNTE0OSwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9zc_GLgUYUX9ANShYuA?3Proposal_DEI_2023.pdf)

fileUpload4

Download File (https://caiawards.secure-platform.com/file/15150/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNTE1MCwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm94Proposal1_DEI_2023.pdf)

fileUpload5

Download File (https://caiawards.secure-platform.com/file/15151/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNTE1MSwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9t0yby_IMCe89a5kli0skydyIzA?5Agenda_CommitteeChairMeeting_2023_05_05.docx)

fileUpload6

Download File (https://caiawards.secure-platform.com/file/15152/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNTE1MiwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9y6Presentation_DEI_CommitteeChair_2023_05_05.pptx)

fileUpload7

Download File (https://caiawards.secure-platform.com/file/15161/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNTE2MSwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm97Survey_Board_Committee_DEI_2023_04_28.docx)

fileUpload8

Download File (https://caiawards.secure-platform.com/file/15162/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNTE2MiwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9y8Report_SurveyResults_DEI_2023.pptx)

fileUpload9

Download File (https://caiawards.secure-platform.com/file/15163/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNTE2MywiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9Lx-UhyvJbN6jH0rNFv4jgIjOe9uQFPCqdRpZBq15A?9Charter_DEIAdvisoryCouncil_2023_11_6.docx)

fileUpload10

No File Uploaded

aliasdb6b5c4cc1b84652a77dd1be66c36bbe

No File Uploaded

alias65d27719fc574f528d67c0c24a646682

No File Uploaded

aliasca4760df95b94c02b03c6440b9353a71

No File Uploaded

aliase94cac1cbef346e4b79d26502974a07b

No File Uploaded

aliasd869de44ad524bb8bbdc6b43a51beae5

No File Uploaded

fileUpload1

Download File (https://caiawards.secure-platform.com/file/15146/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYXV1IjoxNTE0NiwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9y1Policy_DEI_Website_2023.docx)

alias2f454e441e764267a13df2b44353f623

No File Uploaded

Would you like to share a link?

Thank you for your submission! We encourage you to submit another program in a different category.