



A PLAN FOR DIVERSITY & INCLUSION

MISSION

The charge of the Diversity and Inclusion Committee is to advocate diversity and inclusion issues at IIBEC and in the building enclosure profession.

VISION

IIBEC is committed to being inclusive of all individuals, regardless of race, ethnicity, nationality, religion, age, gender, sexual orientation, or disability. As an organization, we will focus on the opportunities identified in this plan—both as individuals and as a collective group. IIBEC is devoted to developing and implementing a comprehensive strategy to bring about meaningful change in this world. We are here to listen; we are here to support; we are here to work together to build an equitable future for our industry.

SUMMARY OF DIVERSITY AND INCLUSION GOALS

IIBEC's Diversity and Inclusion Committee has identified a series of actions and goals, which are divided into pillars. Each area represents a key component of IIBEC's strategy for achieving its D&I vision. Crucially, each of these pillars is associated with specific metrics to ensure that progress can be measured over time and accountability is integrated into all aspects of this work.

REPRESENTATION AND DATA

Encourage diversity in contracting and general association by reviewing our HR practices and providing a model for what members can do to recruit and retain diverse talent.

MEMBER ENGAGEMENT AND SUPPORT

Create forums for members' meaningful and productive conversations on diversity and inclusion issues and share opportunities for industry leaders to engage in D&I work.

EDUCATIONAL EMPOWERMENT

Enable our members to stand up, speak out, and act against racism and inequality.

PARTNER SUPPORT

Create forums for meaningful and productive conversations on diversity and inclusion issues with stakeholders and support solutions to promote equality.



Goal 1: Representation and Data

1.1 REPRESENTATION Ensure that the diversity of IIBEC members is represented in IIBEC publications, at IIBEC events, etc.

1.2 ADVANCE INCLUSION Ensure every member has the opportunity to excel in their career while being their authentic self.

1.3 DATA-DRIVEN APPROACH Build a results-oriented strategy based on actionable data.

Goal 2: Member Engagement and Support

2.1 ENGAGEMENT Share opportunities for industry leaders to engage in D&I best practices.

2.2 COMMUNICATION Create forums for open and honest dialogue.

Goal 3: Educational Empowerment

3.1 RESEARCH AND SHARE BEST PRACTICES Research and compile best practices information.

3.2 MEMBER RESOURCES Create additional learning opportunities and guides to empower members through education.

Goal 4: Partner Support

4.1 IDENTIFY PARTNERS Research, perform outreach, and assess potential partner organizations to advance D&I conversations and promote equality.

4.2 ENGAGE WITH PARTNERS Identify opportunities to build upon or support partner organization initiatives related to D&I.

4.3 IN-KIND SUPPORT Identify opportunities to offer support and contributions to organizations.

For more information, visit
[IIBEC.org/diversity-and-inclusion/](https://www.iibec.org/diversity-and-inclusion/)

