

# The Boston Club's Diversity and Inclusion Committee

## Guiding Questions

(4.17)

The growth of any organization comes with interaction, care, good listening and asking good questions. These factors are particularly helpful for integrating diverse and inclusive behaviors. The questions below apply to the design, planning, execution and outcome of all organized activity of The Boston Club.

Responses to any of these questions provide stories, learning moments, contacts and a base line for measuring your group's inclusive efforts. While diversity is a rich term with broad meaning, we emphasize visible diversity – a particular challenge for our Club. As we improve this aspect, we become more effective with all underrepresented areas of Club diversity.

Choose relevant questions as guidelines in planning and in conducting meetings. Use them again to review the success of a completed action. For committee work, please use to create specific agenda items that help you monitor and revisit your own committee's progress. "Activity" below is synonymous with program/meeting/initiative/forum/panel/session/etc. Thank you for your valuable time. Your responses are equally valuable in building a higher quality, more relevant Club.

1. How diverse is (was) the planning group for this activity?
2. How are/were issues of diversity and inclusion aligned with the goal/objectives of the activity?
3. How diverse are/were the voices leading the agenda for the activity?
4. What planning/recruiting will occur/did occur to encourage a diverse attendance?
5. How are/were members being encouraged to invite guests of color?
6. How diverse was the attendance, both of members and guests?
7. How does (did) this activity help members with issues of D&I: In their own organization(s)?  
In their personal lives?
8. How were issues of diversity included during the activity or in Q&A or discussion that followed?
9. What collaboration can occur/occurred with other groups/persons to bring in more diversity?
10. Please list anyone outside of the Club to keep in mind for future contact or membership.
11. What can the Club offer to this activity that improves its image to professionals of color and other underrepresented groups?

### **The Boston Club Diversity and Inclusion Statement**

Within The Boston Club, diversity is the recognition of and valuing of differences among groups, including and not limited to race, religion, class, age, gender, sexual orientation, mental and physical challenges, and work/life balance issues. Inclusion is the action of diversity, how we live, our respect for others and how we effectively utilize our leadership to promote the advancement of all women.

A diverse membership ensures the richness and vibrancy of ideas, topics and approaches. Ultimately, diversity and inclusion enhance the quality of experience, round out the membership and develop leadership depth.