

START YOUR JOURNEY

1

COMMIT

You have already stated you want to make DEI a priority of your chapter during this term. Dedicate the time needed to discuss the needs and initiatives of your chapter. Conduct a self-audit, identify any gaps, and define potential areas of focus.

2

MEMBERSHIP VALUE

The number one value for SMPS members is the network! Leverage your network in order to spark ideas and action plans. Also, seek out leaders who are already doing DEI well. They can be great resources, allies, and advocates.

3

MAKE IT HAPPEN

Now, it's time to do the work! This work is hard and sometimes uncomfortable, but it is necessary. Embrace the curiosity and always be willing to learn. This work is continuous, so remember to celebrate your achievements along your chapter's journey.



STEP 1

Start Your Journey



STEP 2

Use Your DEI Network



STEP 3

Start a DEI Committee



STEP 4

Activate Your Committee



STEP 5

Do the Work



STEP 6

Create a DEI Resource Library

RESOURCES

SMPS National Headquarters Website

"Major Steps Toward Inclusion" by Asheya L. Warren, CPSM

"Leading DEI Efforts" by Antonio Payne, CPA, CDE

Inclusive Language Glossary

Crucial DEI Conversation Starters

Board Diversity Matrix

SMPS Diversity & Inclusive Calendar

Healthy Chapter Checklist

**This tool is brought to you by the SMPS DEI Committee, with special thanks to the Chapter Engagement Sub-Committee. Thank you, Allina Hakim, Guerly Odolphe, Jennifer Weaver, Ethan Olkovikas, Asheya Warren, Briana Carter, and Antonio Payne.*