

## LEADERSHIP & DIVERSITY

The success of *Advance Now* relies on being inclusive of our diverse communities and engaging leaders as we grow and develop the Madison Region. The Leadership & Diversity Workgroup looked at ways to assist small and large businesses with providing more job opportunities for emerging leaders, diverse professionals, and those who are economically disadvantaged. The workgroup also assessed how these needs are being addressed currently, and what might be done better. The leading recommendations of the workgroup will offer the region's emerging leaders and communities of color increased opportunity for personal and professional success, ultimately providing a reason to call the Madison Region home.

### KEY RECOMMENDATIONS/TRANSFORMATIVE IDEA

The workgroup delivers the following recommendations to Madison Region Economic Partnership (MREP) in commitment to strengthening the ways that the region's businesses embrace diversity and inclusion in their workforce.

- 1) Establish a regional recruitment team that will benchmark best practices and produce an annual progress report on Diversity and Inclusion among the region's medium and large private sector employers.
- 2) Partner with the Urban League of Greater Madison (ULGM) to expand the Annual Workplace Diversity & Leadership Summit to a regional scale and promote the business case for diversity and inclusion.
- 3) Establish an online directory that serves as a conduit for information about volunteer activities across all eight counties, linking emerging leaders with opportunities for board and civic service.
- 4) Partner with employers and civic/professional groups to offer monthly networking and social events that rotate among the region's eight counties and build relationships among leaders, professionals, and citizens.

### IMPLEMENTATION

Establishing outcome-based partnerships among public and private entities will be critical to increasing personal and professional opportunities for emerging leaders and communities of color. It will also prove essential to foster involvement between people of other communities, other parts of the region, and other perspectives and experiences.

To create a regional recruitment team, MREP will collaborate with the ULGM and its private business partners to form an adept team of professionals who will receive diversity and inclusion training from seasoned human resource managers. MREP has already fully partnered with ULGM on its 2013 Workplace Diversity & Leadership Summit, and will build upon this partner relationship going forward to broaden the reach and scope of this event.

MREP will also partner with ULGM to implement the online directory of volunteer activities. MREP will host and maintain the directory of opportunities, while ULGM will manage the list of potential volunteers. MREP and ULGM will work together to match volunteers with appropriate board and civic service opportunities.

Finally, MREP will convene the region's emerging leader organizations under a regional umbrella on a regular basis, starting in the second or third year of *Advance Now* implementation. MREP will help facilitate the coordination of shared activities and the development of an annual event for emerging leaders in all eight counties.