

# Diversity & Inclusion

## CEO Commitment

To be a top 20 region for employment, West Michigan employers must attract, develop, and retain diverse talent.

### REQUIRED

- 1.) Complete Talent 2025's diversity and inclusion (D&I) employer benchmarking survey. *(Annually)*
- 2.) Select one (1) workforce D&I goal to improve.
  - Governance
  - Senior Leadership/Management  
*(Defined as Vice Presidents, Directors, Managers, & Leaders that make hire/separation/promotion decisions)*
  - Workforce
  - Supplier Chain
- 3.) Share D&I commitment and business case to internal organization.
- 4.) Attend Talent 2025's Inclusive Leadership Development Event (s). *(Registration fees may apply).*

### CHOOSE ONE

*(Please check at least one of the activities below)*

- Participate in a D&I Community of Practice.
- Contribute leading practices to PIVOT, Talent 2025's online D&I employer toolkit.
- Spread the word to three (3) other organizations about your D&I commitment and journey.

I pledge my commitment to participate in the diversity and inclusion practices as outlined above for the next two years.

Name (Printed): \_\_\_\_\_ Signature: \_\_\_\_\_

Company Name: \_\_\_\_\_

Counties Represented: \_\_\_\_\_

Email Address: \_\_\_\_\_ Date: \_\_\_\_\_

*\*Note: A Talent 2025 membership is **not** required to participate in the D&I initiative.*