

**CalSAE's 2023/24 DEI Plan  
(abbreviated)**

**Goal #1 – Improving CalSAE culture and practice in advancing DEI (Board of Directors).** This goal focuses on enhancing CalSAE's practice of DEI, especially through volunteer groups.

**Measure #1:** Achieving 50% or more in membership satisfaction of CalSAE's DEI practice.

**Strategies:** Continuously working with committees and councils regarding our collective awareness, influence and practice of DEI.

**Goal #2 – Advancing the practice of DEI by associations (DEI Committee).** This goal is centered on identifying and recruiting associations that will use a set of best practices around DEI.

**Measure #2:** 75 associations take "The Pledge" to use at least three of the ten recommended practices.

**Strategies:**

- Recruiting associations and industry partners to support their practice of DEI.
- Conducting trainings/seminars/forums on recommended practices for organizations.

**Goal #3 - Increasing member knowledge related to DEI (Professional Development Committee).**

**Measure #3:** Providing four educational sessions with 100 attendees that rate 4.2 or above.

**Strategies:** Conducting trainings/seminars/forums to enhance individuals' knowledge of DEI.

**Goal #4 - Improving CalSAE's racial & ethnic diversity (DEI Committee).** The professional staff working for associations are not as diverse as the populations in the states we serve.

**Draft Measure #4:** Increasing CalSAE's racial & ethnic diversity from 13% to 25% by 2027 (as reported in our member assessment survey).

**Strategies:**

- Conduct pilot program to place paid interns with associations and increase awareness among the faculty and student population.
- Recruit association professionals from associations serving historically underrepresented groups.