

DIVERSITY EQUITY AND INCLUSION (DEI) COMMITTEE

Chair: Trevor Ankeny and Sheri Levine

Members: Dani Bressler, Carrie Ehart, Sharon Turner, Elisabeth Kirk, Lisa Taylor, Kara Permisohn, Beverly Willis, Tikia Neblett, Mika Hicks, Ashley Williams, Sherraine Rawlins-Bacchus, Kristal Sutton, Sara Nickoles, Erika Jones

Meetings: Monthly.

Mission:

The IREM Maryland Chapter 16 recognizes that there is strength in diversity and is committed to cultivating and promoting a culture where differences are celebrated. We are committed to ensuring that members, industry partners, staff, and guests are valued, respected, and provided access to opportunities regardless of race, age, gender identities, sexual orientation, creed, national origin and/or (dis)abilities. Discrimination and inequality are not acceptable; therefore, we encourage all members to listen and learn as we take this journey together and provide ongoing support to disassemble systemic discrimination.

Responsibilities:

- *Create chapter-wide engagement with training and learning opportunities to raise member awareness and commitment to DEI.*
- *Provide a platform for courageous conversations.*
- *Educate, engage, and empower membership with continuous knowledge disseminated through trainings, newsletters, social media and presentations.*
- *Expand minority membership and board representation in IREM Maryland Chapter 16.*
- *Recruit new members and social and justice advocates.*
- *Solicit feedback from members regarding their interest in topics for discussion to assist with programming and seminars.*
- *Submit an annual budget for the upcoming year for Executive Council approval.*
- *Prepare committee goals for the upcoming year. Assess if previous year's goals were met.*
- *Present committee reports at Executive Council meetings.*

2026 Goals

- *Enhance members cultural competency and knowledge base of barriers that do not foster equity and inclusion.*
- *Support minority-owned businesses and vendors for chapter-wide events.*
- *Prepare informative educational articles for inclusion in the President's quarterly newsletter and on chapter social media platforms*
- *Encourage members to take advantage of the DEI Skill badge offerings*
- *Revive Courageous Conversations at monthly meetings*
- *Work with other IREM Committees for crossover opportunities, primarily the Community Relations Committee, with volunteer activities.*
- *Work with Membership Committee to get the Member Spotlight feature implemented in Q1*
- *Increase communication of DEI Initiatives within our Chapter and with HQ*