

March 2024 Diversity, Equity, and Inclusion Committee Update (Chair: Tejal Harri-Morar)

The working group discussed the following:

Scope:

Primary focus: Still Looking at high level principles which will be informed by a survey that we will send out to member companies. The sub-working group met on 20 Feb 2024 to discuss the drafting of survey questions. Survey questions will go out to all member companies shortly. Please nominate one person from your organization who will be responsible for receiving and providing the responses to the survey on behalf of your organization to CAFII. Please provide the person's details to Keith.

Secondary Focus: Continued Education, awareness and training that CAFII should engage in to continually promote DEI.

Awareness: The weekly CAFII newsletter has been incorporating DEI articles in the newsletter.

Continued Education: The working group is looking at having DEI experts to come and speak to the working group monthly. Members would identify potential presenters within their organizations who could speak to DEI, ESG or both. The presentations (with the permission of the member companies) will be provided as part of the regulatory update.

The next meeting is scheduled for 8 April 2024.

We have seen some more participation in this working group since the last EOC meeting, so we thank everyone for getting the message out to their organizations. If you have still do not have anyone in this working group from your organization, we encourage you to nominate someone. In this regard, please contact Keith or myself.

Thanks,

Tejal

Items to Look Out For:

The DEI working group has been creating a questionnaire for CAFII members on DEI initiatives. This is to be launched soon and can be expected in the coming weeks.

KM/ss