

***Agenda Item 4 a  
November 14/23 EOC Meeting***

**Diversity, Equity and Inclusion Working Group (Chair: Tejal Harri-Morar)**

The working group met on Monday, October 16, 2023 after the summer vacation schedules.

“Words Matter” webinar was presented on Thursday, October 26, 2023 which was available to all CAFII members. This was a really good webinar, and a lot of learning came out of that webinar relating to terms that we all use in this industry that we have not realized might be offensive.

The group discussed:

- Scope - CAFII to review their HR policy and scope should also include DEI advancement at the board level;
- Still Looking at high level principles which will be informed by the survey that we will send out to member companies. The proposed idea is to gather information from member companies who will also be provided the opportunity to advance any principles or practices that they believe should be incorporated;
- Also what succession planning do our member companies currently have in place which will also be part of the scope of the working committee.

RBC and Karen Kasperski have volunteered one of their DEI representatives to speak to the Working Group at the next meeting and share perspectives on DEI work.

The next meeting is scheduled for November 20, 2023.