

January 2024 Diversity, Equity, and Inclusion Working Group Update (Chair: Tejal Harri-Morar)

1. The working group met on Monday, 15 Jan 2024 for the new year.
2. The working group discussed the following:
3. The group discussed:
 - a. **Scope:** would be split between primary focus and secondary focus:
 - a. **Primary focus:** which would consist of enhancing board diversity and using a survey to determine what practices member companies have in place to enhance and promote DEI at the member company 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 included;

What succession planning do our member companies currently have in place which will also be part of the scope of the working committee.
 - b. **Secondary focus:** Continued Education, awareness and training that CAFII should engage in to continually promote DEI. This includes ongoing education through Webinars, training through webinars or presentations by CAFII and awareness in the form of newsletters covering DEI developments.
 - i. CAFII is going to be hosting a Metal Health Awareness webinar which incorporates DEI principles in the webinar. In this regard, CAFII is looking for an HR professional from one of its member companies to assist with the presenting of the webinar. If any member companies have HR professionals who would be interested in assisting, please reach out to Keith or CAFII team for more details.
4. The next meeting is scheduled for 5 February 2024.
5. Again we send out the message to all member companies to join this working group. If you are interested, please reach out to Keith or myself.