Chapter/Affinity Group: Diversity, Equity and Inclusion
Reported by: Salma Alarefi and Vishal Sharma

Key Achievements & member services in 2021

- Committee recruitment and membership
  - 40+ members
- Formulated first plan of DEI
- Data collection
  - In process (membership, recruitment, awards, activities)

Plan of activities for 2022

- Kick-off meeting planned on May 10
- Formation of listening circles
- Senior memberships and opportunities
- Policies on leadership and conferences
- Region’s DEI charter documentation

Focus areas (2022-2023)

<table>
<thead>
<tr>
<th>2021 Goals</th>
<th>2021 KPIs met?</th>
<th>2022 Goals</th>
<th>Challenges to reach KPIs/ Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Committee Recruitment</td>
<td>Yes</td>
<td>Group Officers</td>
<td>By voting</td>
</tr>
<tr>
<td>Define activities and directions</td>
<td>Yes</td>
<td>Event Planning</td>
<td>Budget for hosting a session</td>
</tr>
<tr>
<td>Data Collection</td>
<td>In Process</td>
<td>DEI Talks and discussion with R8 members</td>
<td>Availability of speakers</td>
</tr>
</tbody>
</table>

Activity & Progress Reporting- Section Autumn Meeting – 29th April 2022