

## WIE Top 5 Best Practice Recommendations

- ▶ (I) Create and support a permanent Society/Council oversight committee on Diversity, Equity, and Inclusion or Globalization, which would report annually to the Society/Council's AdCom/Board of Governors (BoG).
- ▶ (II) Appoint a diversity and inclusion chair for each conference within a Society's portfolio that may review speaker composition, data collection, accommodation requests, unconscious bias, etc.
- ▶ (III) Organize special events at flagship conferences that target underrepresented audiences; for example: industry workshop, YP mixer, women's forum, pride events, ally growth events; ensure t these events are not in direct conflict with major conference events; invite the General Chair of the conference and OU leadership to attend the event and address the group; and ensure all events are inclusive; for example, invite men to a special event about women in engineering, to create an active group of male advocates.

## WIE Top 5 (continued)

- ▶ (IV) Create and regularly maintain a database of interested members/volunteers from underrepresented groups. Use this list as a pool of diverse potential candidates for AdCom/BoG positions as well as for Nominations Committees; Encourage a diverse and inclusive pool of candidates for all governance positions; require the committee nominating such candidates to include documentation that an earnest effort was made to identify a diverse set of qualified candidates in terms of gender, region, and professional sector; Enforce gender balance within the composition of the Nominations Committee for Governance positions;
- ▶ (V) Adopt the WIE Pledge.