



# Diversity & Inclusion Committee

Report EC GA 2021

#### **Committee Vision**

We inspire a world where everybody has a **sense of belonging** and feels empowered, because their **uniqueness** is **respected and** valued.



# 17 members from 14 organizations



### **D&I Social Media Campaigns**

















Show your support with a like!



Click on the social media icons to follow us!

### **EmpowerMe Program**

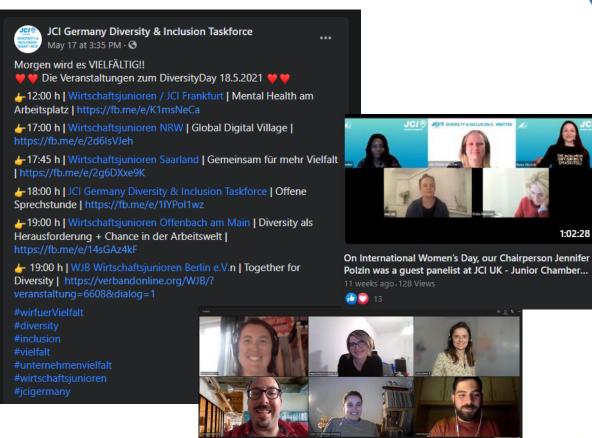


Click on the pictures to watch the panel discussion!



# **National & Local Projects**





ONLINE 2021 JCI

Click on the pictures for further information!

### **Contact your national D&I Team!**





**Ulrike Reinhard** 









Pamela Hitimana









# Save the date: 1-5 Nov 2021

Follow Diversity Week for updates:







Call for the trainers will open soon!
The D&I Com will keep you informed!

Click on the social media icons to follow us!



# JCI Diversity & Inclusion Calendar

**Subscribe** to the JCI Diversity & Inclusion Calendar curated by the JCI Europe Diversity & Inclusion Committee

Including all local, national and international JCI events

Click here to access via web browser (Firefox, Chrome, Safari etc.)

Click <u>here</u> to subscribe on your iPhone

You can propose your events via: <a href="mailto:diversity@europe.jci.cc">diversity@europe.jci.cc</a>

We can help you display the JCI D&I Cal on your local or national

website! Contact us via: <a href="mailto:diversity@europe.jci.cc">diversity@europe.jci.cc</a>

# Join our EC Training on June 16!

Official Training of the JCI Europe Diversity & Inclusion Committee at the virtual JCI European Conference

#### **Inclusify your Team:**

Diversity for Businesses & Organizations 101 on Wed, 16 June at 19-21 CEST | UTC +2

Your trainers:

Save the date for session 102:

July 14



Pamela Hitimana



Dr. Judith B. Rommel



Marie Lebarbier



### **Anti-Harassment Manual Update**

- Clearer and more neutral wording
- Specifications of the constituent process including details of nomination and appointment
- Specification of reporting procedure
- Specification of anti-harassment training content

You can access the updated version in the JCI Library: <a href="https://jci.cc/en/library/1sPA4ChZx83dsybLH76D6lu\_B6GXRUP3-">https://jci.cc/en/library/1sPA4ChZx83dsybLH76D6lu\_B6GXRUP3-</a>

The Diversity & Inclusion Committee kindly seeks the National President's approval for the Anti-Harassment Manual.

### Please reach out and get in touch!

#### Jennifer Polzin (she/her)

Diversity & Inclusion Committee Chairperson 2021

From JCI Cologne in Germany

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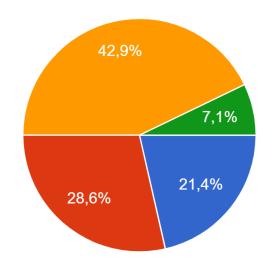






Should the committee members be ACTIVE JCI members, ALUMNI and/or SENATORS?

14 answers

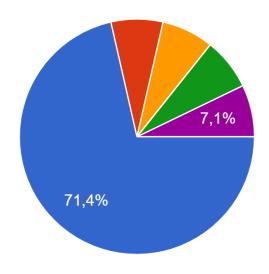


- Only active JCI members (current draft)
- Active JCI members, & senators
- Active JCI members, senators & alumni
- only active jci members but I think it would be great to get the alumni/ senators who have relevant exp to be the committee advisor (give them some special roles and they can share their exp and help the team)



Should the committee give RECOMMENDATIONS only or should it able to SANCTION members?

14 answers

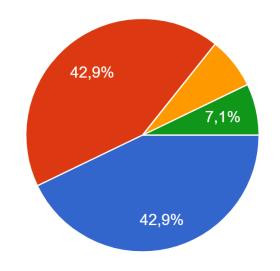


- Only recommendations (current draft)
- Sanctions
- Recommendations and sanctions if it's really special case
- Both of them
- Only recommendations, however these need to be in enough detail and taken seriously by the likes of NPs that sanctions (or in my preference, personal development) takes place



Which COMMITTEE NAME do you prefer?

14 answers



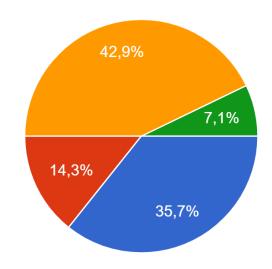
- JCI Europe Mediation Committee (current draft)
- JCI Europe Anti-Harassment Committee
- Members Supporting Commitee
- It depends how you define it...mediation is a very particular activity...will this group actually mediate conflict or is it there to take action against harassment? I understand it's the latter, therefore it doesn't make sense to call...

Please note: This feedback includes one vote for "JCI Europe Mediation Committee" received after the official deadline. Therefore, we had a small preference for "JCI Europe Anti-Harassment Committee" which is the wording the D&I Committee used to update the Anti-Harassment Manual.



Where should the harassment REPORTING FORM be stored?

14 answers

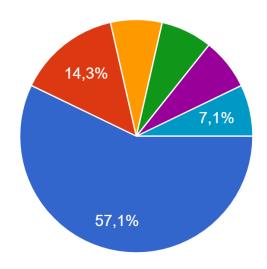


- europe.jci.cc (Header Menu)
- europe.jci.cc (Footer)
- europe.jci.cc (Contact)
- It should be in a main menu, perhaps in a new section that's all about getting help (which could also include key info)



Should there be a specific MAIL ADDRESS?

14 answers



- harrassment@jci.cc
- mediation@jci.cc
- ok but dont call it harrassement
- Something that's sounds friendlier
- Memberssupport@jci.cc I believe that the title is something that determines the result
- Yes make sure it aligns with whatever you decide to call this committee.



