

## Guidelines for Effective Diversity Action Teams

1. What is the selection process? If the first council is chosen, how will additions and replacements be made? Is this different from the 'normal' process in your institutions?
2. What is the exit plan for Council members? Rotations? 1-year? 16-months?
3. Choose your members wisely:
  - Are you considering members who are in good standing as an employee or leader?
  - Are they regarded as people whom others trust?
  - Do they demonstrate, in some way, an understanding of Diversity in their thinking and actions?
  - Do they demonstrate the ability to communicate with people from other backgrounds and culture?
  - Have they vocalized what their vision or agenda is? e.g.
    - a. I want to see ABC company do a), b), c)
    - b. I want to help make things better here.
    - c. I think some employee's must go.
    - d. Etc.
  - Have you included some resisters to the process in your planning meetings?
4. What are the vision, mission, and objectives for the council?
5. **IMPORTANT:** Councils are NEVER decision-making bodies. They can recommend, fact find, deliver some specific objectives, etc.