

# Introducing BIASC'S *Women & Diversity* Council

On February 2, 2021, the BIASC Governing Board approved the Charter and unanimously approved the Resolution to commence forming the Women and Diversity Council of the Building Industry Association of Southern California.

The Women and Diversity Council would provide women and members of societally under-represented communities with training, networking and support so they can enter Association leadership through volunteer work on committees and councils, thereby helping the Council achieve its mission, as set forth by the Governing Board.

The next step will be for the board to appoint governing board members to a new the Steering and Diversity Committee, which will be charged with increasing the representation of women and members of societally under-represented communities in the governance and leadership of the Association. One of its goals is to ensure that the Governing Board's members always include at least one woman and one person identifying themselves as from a minority ethnic group.

The Steering and Diversity Committee also will oversee the creation, ramp-up and roll-out of the Women and Diversity Council. The committee may hire outside consultants to guide it through proper construction of this Council and ensure its mission and goals are clearly outlined to achieve its mission as set forth by the board.

A major step in this process will be for the committee to seat the first Council Board and Chairperson. It will be the committee's responsibility to search for the most capable people that understand and support the board's vision and are able to carry out the duties of the Council.

Once the Council board is formed it will report monthly to the committee as to the progress in bringing new members to the Council and conducting events and educational workshops that provide fulfillment of the mission statement.

Much more will follow, and questions and suggestions are welcomed.

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