

## **DEI: Vendors**

- 1. Clarify Your Purpose**
  - a. What do our vendors think about us and why should that matter?
  - b. What is the impact on the club if our vendors perceive us negatively?
  
- 2. Align diversity process with the strategic business goals**
  - a. List the desired outcomes, then prioritize. Expand your vision to articulate what you aspire to achieve. Create a diversity, equity and inclusion commitment statement. Set specific action plans and assign ownership for each goal. Your DEI vendor scorecard should be anchored to these established goals.
  
- 3. Diversify your supply chain**
  - a. Get to know your supply chain. Understand who makes the purchasing decisions and why certain vendors are being used? Invite other departments to the procurement process to expand sourcing ideas.
  - b. Survey your current suppliers and inquire about ways to embed diversity into their procurement practices.
  - c. Update your purchasing department's current bidding policy to require a diverse slate of vendors to be considered.
  - d. Connect your local and state certified MWBE (Minority and Women-Owned Business Enterprise) directories to expand your sourcing program. Support your local and national supplier diversity councils, they offer great resources and networks for diversification of your supply chain.
  
- 4. Elevate your marketing strategy to be more inclusive**
  - a. Align your diversity commitment statement and inclusion values with your brand messaging.
  
- 5. Celebrate and reward success**
  - a. Share inclusion success stories of diverse partnerships, broadened philanthropy and community outreach.