



LEAD LIKE AN ALLY

Information for CUs

The Illinois Credit Union Foundation is proud to bring the Lead Like an Ally program to credit unions in our effort to support diversity, equity, and inclusion (DEI) in the credit union movement. Our intention is to provide credit unions with a high-quality educational program which is easy to implement and administer. There is no cost for ICUL-affiliated credit unions to participate in the Lead Like an Ally program.

What is it?

Lead Like an Ally is a virtual program targeted for employees and board members in organizations who value diversity and inclusion. The original 12 module web-based program has been streamlined into 10 modules and covers the key attributes of being an inclusive leader and allows participants learn at their own pace. For credit unions who wish to incorporate additional interaction, we will provide recommendations and guidance. The education portal will open on July 1, 2022 and be available until June 30, 2023.

Why is it needed?

People often struggle with how to talk about diversity and inclusion, which can prevent candid conversations. In many organizations there are some individuals who have more interest and exposure to diversity, inclusion and related topics, and many others who fall into the murky middle and are often silent.

It has become increasingly important for all staff and board members to become familiar with and sensitive to DEI to improve the employee, board and member experience. The Lead Like an Ally program provides actionable, intentional tools for participants.

How does it work?

Lead Like an Ally consists of 7 online modules, each with a set of quick video lessons accompanied by a workbook activity. Learners can expect to spend 20 to 30 mins for each of the modules (based on about 5 minutes per lesson and 4-6 lessons per module). Progress is tracked in the web-based portal; participants can earn badges and are recognized for their achievements. The portal also offers an opportunity to learn collaboratively with peers and openly in program discussion boards.

Credit unions have the option to structure the program following a set schedule in sequential order and incorporate additional interactions or discussions, or they can allow participants to choose their own adventure, completing the modules in any order. Credit unions can choose program administrators who will have access to the back end of the program portal where they can track participant progress.

What additional DEI guidance will the ICU Foundation provide to credit unions?

As an enhancement to the Lead Like an Ally program during 2021, the ICU Foundation hosted three webinars led by Julie Kratz, to assist credit unions on their DEI journeys: How to Craft a DEI Strategy, How to Measure DEI, and How to Organize DEI Councils & Employee Groups. [Recordings are available here.](#)

2021 Webinars for CU Executives, HR Professionals, DEI Leaders – Session Descriptions



How to Craft a DEI Strategy

Thursday, August 19, 2021 @ 2:00-3:00 pm

As with any business plan, the path to a more inclusive organization should start with a strategy. To craft a strong diversity and inclusion strategy, you need clarity. In this workshop we'll discuss how to approach developing the strategy around diversity, equity and inclusion for your organization, and how to create a roadmap for success.

In this virtual interactive workshop, we will:

- Define what inclusion means to your organization
- Craft a compelling "Why" for why this important for your organization now and in the future
- Build an intentional road map of inclusion to support the strategy
- Provide a variety of activities to put information into action right away

Who Should Attend: CU Executives, HR Professionals, DEI Leaders

How to Measure DEI

Thursday, October 21, 2021 @ 2:00-3:00 pm

In this workshop we will discuss proven tips and tools to measure diversity and inclusion in your organization. The business case for diversity is not a secret, countless studies have proven there is a clear ROI for teams that have prioritized diversity, equity, and inclusion:

- Inclusive teams make better business decisions 87% of the time.
- Firms with more diverse management teams have 19% higher revenues according to Forbes
- Gender and racial diversity lifts profitability rates 20-36% according to McKinsey

In this virtual interactive workshop, we will:

- Determine how to prioritize data that truly drives diversity and inclusion
- Discuss crafting meaningful metrics that capture diversity and inclusion activities
- Learn how to create a diversity and inclusion scoreboard for accountability
- Share a variety of activities to put information into action right away

Who Should Attend: CU Executives, HR Professionals, DEI Leaders

How to Organize DEI Councils & Employee Groups

Thursday, December 9, 2021 @ 2:00-3:00 pm

In Corporate America, most large corporations have had long standing diversity and inclusion organizations. They formed Employee Resource Groups around gender, race, ethnicity, and other dimensions of diversity decades ago as a safe place for people in minority groups to support one another. Since then, many also have launched Diversity & Inclusion Councils to facilitate positive change on workplace inclusion. It is not a one-size fits all model for diversity and inclusion.

In this workshop, you will learn:

- The purposes of D&I Council vs. ERGs
- Case studies of organizations that have successfully managed D&I Councils and ERGs
- Best practices of D&I Council vs. ERGs
- Ideas to engage allies in your organization

Who Should Attend: CU Executives, HR Professionals, DEI Leaders