

## OUR PROMISE:

- Affirm human dignity
- Communicate and promote diversity and inclusion
- Raise the level of sensitivity about diversity and inclusiveness issues in Idaho
- Encourage activism of Coalition members throughout the state
- Share successes
- Leverage best practices of member organizations and industry leaders
- Serve as a catalyst to create an inclusive environment
- Develop and communicate strategies to attract and retain diverse work forces
- Play a role in ensuring that Idaho is a state where hate is not tolerated

## IIC BOARD OF DIRECTORS

### Executive Board

Anne Turner-Smith, President  
*Community Member*

Michael Byron, Vice President  
*Albertsons*

Leslie Goddard, Secretary  
*Idaho Human Rights Commission*

Holly Borden, Treasurer  
*Boise State University*

Cherie Buckner-Webb, Past President  
*Hewlett Packard*

### Board Members

Laura Alvarez Schrag, *Hewlett Packard*

Kari Campbell-Boots, *Key*

John Crosby, *NAACP*

Margie Crosby, *Mountain Home AFB*

Anthony Fisk, *St. Alphonsus Reg. Medical Center*

Rosemary Gantz, *Albertsons*

Steve Hawley, *DIRECTV*

Mike Masterson, *Boise Police Department*

Matt Phelps, *Citi Cards*

Debbie Storrs, PhD, *University of Idaho*

### Advisory Board

Bob Dutton, PhD, *Boise Schools*

Georgia Smith, *Idaho Dept of Commerce & Labor*

Ray Stark, *Boise Metro Chamber of Commerce*

Sam Byrd, *iDiversity Works!*



*Listen More, Watch Closer, Communicate, Act.*

Idaho Inclusiveness Coalition  
P.O. Box 6134  
Boise, ID 83707



## Idaho Inclusiveness Coalition

*Hear More, See More, Say More. **Be More.***

**Join  
us  
today!**

*The wave of the future is not the conquest of the world by a single dogmatic creed but the liberation of the diverse energies of free nations and free men.*

*-John F. Kennedy*

## MISSION

To foster a diverse and inclusive community in which all people can flourish.

## PURPOSE/CHARTER

To serve as a catalyst to leverage the knowledge, experience and resources of business, government, education and community to foster an inclusive and diverse Idaho.

## HISTORY

In March of 1999, representatives of local businesses dedicated to raising awareness and providing education in the areas of diversity and inclusion joined together to sponsor the first Treasure Valley Inclusiveness Symposium. The symposium, which featured General Colin Powell as the keynote speaker, included workshops on a wealth of diversity topics. The event was a great success, attended by some 1500 individuals from throughout Idaho and surrounding western states.

In recognition of the importance of diversity and inclusion to Idaho's businesses, communities, and economy, symposium sponsors and a cadre of committed citizens formed the Idaho Inclusiveness Coalition in August of 1999. The coalition was formed to develop and implement strategies for creating and sustaining inclusive workplaces and communities throughout Idaho.

*"How wonderful it is that nobody need wait a single moment before starting to improve the world".*  
-Anne Frank

## MAJOR OBJECTIVES

- Serve as a resource to organizations in creating work environments that embrace diversity and inclusiveness
- Establish key linkages between business, education and government to build a strong network for diversity and inclusiveness
- Promote on-going diversity and inclusiveness dialogue and training
- Keep diversity and inclusiveness issues in the public forefront
- Inform, influence, encourage and support Idaho's business leaders and elected officials to positively address diversity and inclusiveness issues
- Keep IIC members and our community informed about diversity related events and issues
- Partner with other organizations to create a welcoming community, supportive of diversity and inclusion
- Share an accurate representation of the state of Idaho which demonstrates commitment to diversity and inclusion.

## According to "Futurework," a U.S. Department of Labor Report:

- By 2050 the U.S. population is expected to increase by 50%. Minority groups will make up nearly half of the population
- Immigration will account for almost two-thirds of the nation's population growth
- The population of older Americans is expected to more than double
- One-quarter of all Americans will be of Hispanic origin
- Almost one in ten Americans will be of Asian or Pacific Islander descent
- More women and people with disabilities will be on the job

*As our population continues to become more diverse, inclusive and respectful work environments will be critical to the success of businesses. Will your organization be ready?*

## Membership Registration

Membership Year 200\_\_

New \_\_\_\_                      Renewal \_\_\_\_

Please check one:	Price
<input type="checkbox"/> Individual Membership	\$30.00
<input type="checkbox"/> Family Membership	\$50.00
<input type="checkbox"/> Business Membership (<50 employees)	\$75.00
<input type="checkbox"/> Business Membership ( 51-199 employees)	\$175.00
<input type="checkbox"/> Business Membership (200+ employees)	\$225.00
<input type="checkbox"/> Student/"Living Lightly"	\$ 5.00

Individual/Organization Name \_\_\_\_\_

Address \_\_\_\_\_

Email Address \_\_\_\_\_

Phone \_\_\_\_\_

Primary Contact—Businesses only \_\_\_\_\_

Title \_\_\_\_\_

Today's Date \_\_\_\_\_

*IIC membership is open to all individuals, households and/or organizations who support the Coalition mission.*

Please return this form with your check payable to:

Idaho Inclusiveness Coalition  
P.O. Box 6134  
Boise, ID 83707  
[www.idahoincludes.org](http://www.idahoincludes.org)

## As an IIC Member, you will receive:

- Invitation to IIC-Sponsored Events
- Discounted Fee for IIC Events
- IIC Newsletters
- Certificate of Membership (Businesses)
- IIC Toolkit Access
- Updates on Human Rights, Diversity-Related Stories and Events in Idaho