



About DRC

South Carolina is home to many national and global businesses seeking diverse professional talent for their organizations. Often this talent is deterred from relocating to the state due to the perception that South Carolina is not inclusive or progressive. This negative image hinders the economic development necessary for the state to thrive.

During Diversity Leaders Initiative programs, Riley Institute staff noted this recurring theme and concern from participants. Through many discussions, the idea evolved that a concerted group of organizations would be more effective at presenting a fair picture of lifestyle in the state than that which is possible with any single organization. Hence, an effort was launched to bring together organizations to better explore this idea and attempt to formalize it into programs, initiatives and actions.

The Diversity Recruitment Consortium (DRC) is a group of organizations led by three sponsors – **The Riley Institute at Furman**, **South Carolina Chamber of Commerce** and **Greenville Chamber of Commerce** – working together to collectively develop innovative programs, practices and processes to increase the diversity of professional and executive talent in South Carolina-based organizations. Where traditional methods of recruitment may fail to adequately address candidate reservations about moving to the state, the DRC uses a more sophisticated recruitment style which offers a broader understanding of what our state has to offer for individual careers and lifestyle opportunities.

The three sponsor organizations are Founding Members and have dedicated substantial time and resources to help bring the DRC concept to life. The Greenville Chamber of Commerce serves as the primary facilitator of DRC programs and activities, along with the State Chamber of Commerce and its Diversity Committee, which provided seed resources to launch critical programs. Nika White, Vice President for Diversity and Inclusion for the Greenville Chamber of Commerce, is the lead facilitator of programmatic activities; in partnership with Cliff Bourke, chairman of the State Chamber's Diversity Committee and President of the South Carolina Diversity Foundation.

DRC Member Organizations and individual members have access to special designated programs that leverage the critical mass of participating organizations to support the success of each Member's recruitment and retention efforts. In addition to the designated programs, DRC members will have access to a database of ambassador volunteers to support recruitment and retention through ad hoc activities such as taking candidates to lunch, dinner, on community tours or simply having a cup of coffee and answering a candidate's questions.

To learn more visit www.diversityrecruitmentconsortium.com.



Structure of the Diversity Recruitment Consortium



The Riley Institute: founding sponsor, created the DRC concept, secured initial investments from founding member organizations and coordinated initial start-up efforts

South Carolina Chamber of Commerce: coordinating sponsor, synchronization and integration of activities to ensure that the resources are used most efficiently in pursuit of the specified objectives; provided seed resources to launch critical programs

Greenville Chamber: managing sponsor in partnership with the Riley Institute; provides management expertise for DRC (planning, organizing, management, leadership, steering committee facilitation)

Founding Member Organizations (FMO): original investors/core decision-making authority; approves action recommendations from Steering Committee

Honorary CEO Council: supports DRC by lending name/verbal support where needed as leverage for success

Steering Committee: subset of FMO; provides leadership, makes action recommendations to the FMO, works in concert with Greenville Chamber representative to provide execution/planning support

Member Organizations: any organizations wishing to participate in DRC activities

Ambassador Network: employees of Member Organizations that commit to participating in DRC activities; approved by their company; must go through orientation and training



Membership

Founding Membership

Founding Member Organizations answered the call to action from the Riley Institute and invested seed capital to launch an exploratory process. Due to their financial investment, these organizations have representatives that now serve as a decision-making body which guides the focus and nature of programs and activities. In addition, the DRC has recognized the visionary CEOs of these organizations through the creation of the DRC's honorary CEO council.

A limited number of Founding Member Organization slots are available. Interested parties would need to submit an application and meet the same investment requirement of the original members: \$2500.

Regular Membership

Regular Membership in the DRC is free of charge. Membership is open to all who wish to participate in DRC programs and activities and support its mission of helping attract and retain broadly diverse talent to South Carolina. This includes for-profit business, educational institutions, nonprofit organizations and individuals.

Requirements for membership:

- Complete a short membership application including contact information and statement of interest regarding how you and/or your organization can support the objectives of the DRC.
- Participate in at least one DRC event in each calendar year.
- Designate ambassadors to participate in the program upon successful completion of DRC Ambassador Training
- Absorb the cost* of participation in DRC events for you and/or your employees.
** The DRC uses a "pay-as-you-go" model. For example, if there is a DRC recruitment luncheon and the cost is \$15 per person, the organization is responsible for underwriting each of its employees' \$15 lunch tabs.*

Note: Since there is no cost for nonprofit organizations or individuals to become members and the DRC uses the pay-as-you-go model, the investment to participate in any activity is modest. Therefore there are no funds available to underwrite participation of nonprofit members. If a nonprofit member participates in an event at the request of a for-profit business partner (e.g. lunch or dinner), the business partner is free to pick up the tab for their nonprofit colleague.

Please visit the DRC website at www.diversityrecruitmentconsortium.com for more information or to complete an application for membership. After your membership is confirmed, you will receive information on designated activities and learn more about how your organization can leverage its membership in the DRC.



Activities

Everyone, regardless of race, gender, age, ethnicity, sexual orientation, religion, physical or mental abilities, or geographic origin brings diversity to groups. DRC programs and activities are open to all regardless of demographic attribute. At its inception, DRC Founding Members expressed particular interest in innovative ways to attract more under-represented professionals to the state. However, there has always been and will always be inclusiveness across all demographic attributes. At this time, the DRC is focusing on four designated programs.

DRC Ambassadors Reception: This event will bring together volunteer ambassadors from the various member organizations to build relationships, socialize, network and share ideas on how the DRC can be a lever for their organization's recruitment and retention efforts.

DRC ambassadors will be required to complete a two-hour orientation and training session which defines expectations and boundaries as well as processes and methodologies for serving as an ambassador.

The South Carolina Employee Resource Group Forum: This event is an educational workshop for members of employee resource groups, affinity groups or networking groups of member organizations. The event has two objectives: first, to provide best practice suggestions on how to make employee resource groups more value-added in organizations; second, to facilitate cross-organizational networking and best practice support. Traditional groups in member organizations, such as a "women's network" or a Latino ERG, will be able to connect with similar and non-similar groups in other organizations. In addition, consistent with the DRC's approach to diversity, non-traditional groups such as community service groups or healthy eating groups are also welcome. The DRC believes this Forum will be a catalyst to meaningful and lasting relationships and support across member organizations.

The DRC Member Organizations Intern Barbeque: This event will provide an opportunity for interns of the various member organizations to meet and get to know their peers in other organizations. The underlying hypothesis is that as these interns consider whether South Carolina is a good place to start their careers, having friends in similar situations, career-wise, and with similar interests, can be a draw that motivates them to accept full-time job offers. In addition, they'll build relationships to support the remainder of their internships as well as simply have some fun.

Ad hoc Events: A key and valuable aspect of the DRC is the access to a broadly diverse network of professionals that have volunteered to help attract and retain talent in member organizations. The Ambassadors network will include an online resource providing access to names and areas of interest that any member organization can utilize in its recruitment efforts. This includes activities as simple as lunches and dinners, to more involved efforts such as community tours. The number and type of such events is expected to be broad and dynamic.



Membership Application

Name _____

Job Title _____

Organization _____

Address _____

Phone _____ Fax _____

Email _____

Membership Level (check one)

Founding Membership
(The \$2500 fee will be billed to your organization
at the address provided above.)

Regular Membership

In the space below, please provide a statement of interest on how you and/or your organization can support the objectives of the Diversity Recruitment Consortium.

I have read and understand the requirements as outlined in the information packet.

X _____

Please return the completed application to:

Nika White, Vice President for Diversity and Inclusion
Greenville Chamber of Commerce
24 Cleveland Street
Greenville, SC 29601
Phone: 864.239.3727; Fax: 864.282.8509
nwhite@greenvillechamber.org