



DIVERSITY, EQUITY, INCLUSION + BELONGING (DEI+B) KAPS COUNCIL

Roles + Responsibilities for Members

What is a KAPS Council?: KAPS stands for Kick-Ass Problem Solvers. These groups of business and community leaders are brought together to work diligently toward an aligned outcome that will solve a persistent problem.

The Vision: Belonging is at the heart of our core values and work at the Arvada Chamber of Commerce. By creating an inclusive environment we will empower new perspectives, solutions, and opportunities for our local economy and serve our mission as a champion for advancing ALL businesses and employees in Arvada.

The Goal: Ensure that Arvada is leading the way by increasing the number of businesses that take meaningful action to improve their DEI+B best practices.

The Commitment:

- Full completion of the application process found [HERE](#)
- One meeting per month - must attend a minimum of 8 meetings per year
- Plan to serve on the KAPS Council for a minimum of 2 years - terms can be renewed up to 3 times
- Complete the 2-hour self-paced onboarding course through MightyNetworks within one month of acceptance on the KAPS Council

Benefits of Participating:

- Access to timely data and case studies to grow your own knowledge around DEI+B
- Connections and information from DEI+B experts across the country
- Build a network of culturally intelligent leaders who are committed to celebrating the diversity in our community
- Marketing and branding opportunities via online platforms and events as an inclusive leader who is committed to DEI+B
- The opportunity to drive meaningful change to DEI+B in Arvada and beyond

DEI+B KAPS Council Scope of Work:

- Develop and track quantifiable goals that prove that the DEI+B KAPS Council is working toward improving outcomes within Arvada.
- Ensure the Arvada Chamber of Commerce has the internal structure necessary to lead by example and support business leaders.
- Provide thoughtful perspectives that come from a place of lived experience and built knowledge to ensure quality recommendations are developed.
- Identify partner organizations and resources that can support businesses in increasing their DEI+B best practices around hiring, onboarding, and retention. (Examples include: Rocky Mountain Partnership, Colorado Inclusive Economy, etc).
- Determine tactics and programs that will increase the engagement of the business community.
- Determine the leaders and structure that will support scale through research, training, data analysis, and communication.
- Ensure a quarterly report is published externally that celebrates the progress being made and shares applicable data and resources.

DEI+B KAPS Council Member Skills

- **Active Listening:** Active listening involves listening with all senses. As well as giving full attention to the speaker, it is important that the 'active listener' is also 'seen' to be listening - otherwise, the speaker may conclude that what they are talking about is uninteresting to the listener.
- **Emotional Intelligence:** The capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically.
- **Patience:** The ability or willingness to suppress restlessness or annoyance when confronted with a delay or challenge.
- **Positivity:** Positivity is the practice or tendency to be positive or optimistic in life. When we are positive, we engage in positive thinking, have positive emotions, and engage in positive behaviors like kindness and generosity.
- **Open Communication:** When people can openly express their thoughts and ideas to one another.
- **Growth Mindset:** A growth mindset means that someone thrives on challenges, and doesn't see failure as a way to describe themselves, but as a springboard for growth and development of their abilities. It's the knowledge that one's intelligence and talents are all susceptible to growth.
- **Cultural Intelligence:** Cultural Intelligence refers to the skill to relate and work effectively in culturally diverse situations. It's the capability to cross boundaries and prosper in multiple cultures. It goes beyond our existing knowledge of cultural sensitivity and awareness by highlighting certain skillsets and capabilities needed to successfully realize your objectives in culturally diverse situations.