



COUNCIL OF
SUPPLIER DIVERSITY
PROFESSIONALS

CSDP ANNUAL MEETING

February 3, 2023

Agenda

8:30 a.m. – 9:00 a.m. Networking

9:00 a.m. – 9:15 a.m.

- Welcome & Introductions – Teresa LeFevre
- Election Results – Eric Glenn

9:15 a.m. – 10:00 a.m.

- CSDP Annual Review (by-laws, dues, calendar)

10:00 a.m. – 11:00 a.m.

- Committee Presentations
 - Finance – Ken Doherty
 - Governance – Brian Moore
 - Membership – Lynn Garrison
 - Marketing – Courtney Quenneville
 - Programs/Professional Development – Therissa Allen
 - Technology – Duane Green
 - Trillium presentation

11:10 a.m.

- Adjournment (CSDP Board of Directors Meeting Immediately Follows)

Mission / Purpose:

The Council of Supplier Diversity Professionals (CSDP) is a professional services organization. Est. early 1998 in Detroit, Michigan, by a group of supplier diversity professionals to assist in the ongoing growth and development of our profession and careers. CSDP provides a forum to discuss trends/issues and share best practices to promote the exchange of ideas and cooperation among its members. Today CSDP has a community of over 50 members from major corps across a variety of industries with titles from coordinator to VP. All at different stages of their journey, CSDP unites its members in driving supplier diversity across the corporate ecosystem as a business asset in a competitive market

Our mission is to create a premier environment for SD professionals that focuses on development through education, networking, mentoring and benchmarking. The Council also provides career development strategies for SD professionals, creating the 'Gold Standard' for what meaningful SD&I is now and in the future.

Our Community:





Council of Supplier Diversity Professionals BOARD OF DIRECTORS



Teresa LeFevre
Comerica Bank
Chair



Art McClellan
Lear Corporation
Vice-Chair



Ken Doherty
Wayne State University
Finance Chair



Brian Moore
Flex
Governance Chair



Courtney Quenneville
Vitesco Technologies
Marketing Chair



Daniel Muschong
DTE Energy
Member at Large



Lynn Garrison
Premier
Membership Chair



Therissa Allen
Nippon Seiki International
Program/Professional
Development Chair



Lillian Kyser-Lowery
GE Healthcare
Secretary



Duane Green
Kelly
Technology Chair

Board Responsibilities: (Article V –Section 1)

Authority and Responsibility: *The governing body of the Council shall be the Board of Directors. The Board of Directors shall have general charge, management and control of the affairs, funds and properties of the Council and, subject to the provisions of these By-Laws, have the authority to take action in matters of policy and procedure as in its judgment, will best promote the interest and welfare of CSDP, including the authority to promulgate, amend or rescind, in whole or in part, all statements of CSDP policy.*



Code of Conduct

1. Maintain professional decorum at all times.
2. **Show professional respect and courtesy at all times to every member.**
3. **Members should obtain the floor before speaking by raising their hand.**
4. Don't claim the floor the second time if others wish to speak.
5. **Serve on at least one (1) standing committee within 12 months (calendar year).**
6. Participation is mandatory: every member is expected to participate in Council during discussions, events, committee involvement, etc.
7. **Respect the confidentiality of information shared:** any information discussed at meetings, announced as confidential or private, is to be held in confidence and not for public disclosure or sharing with others.
8. **Council meetings are not to be used for solicitation of business from other CSDP members. It will be cause for dismissal from membership or any future meetings.**
9. There is to be no referral of a diverse business to a CSDP member without their prior notice or consent.

Organization of Committees

Program Committee - Therissa

The mission of the Program Committee is to develop, plan, and implement the format and content of Council meetings. The Committee will improve CSDP program quality and expand program possibilities. The Committee will do this by creating stimulating programs that add value for CSDP members and address key initiatives impacting supplier diversity professionals.

Membership Committee – Lynn G.

The mission of the Committee is to facilitate the review and approval of membership applications to the CSDP and to maintain contact information and committee lists of CSDP membership.

Finance Committee – Ken D.

The mission of the Finance Committee is to ensure the fiscal well being of the Council of Supplier Diversity Professionals; oversee and administer the financial affairs of CSDP, including a business checking account; collection and monitoring of annual dues; and maintenance of 501c6 non-profit tax status.

Technology Committee – Duane G.

The mission of the Technology Committee is to assist our membership in efficiently using global communication solutions; to educate our corporations and communities regarding the socio and economic advantages in supporting diverse suppliers.

Marketing Committee – Courtney Q.

The mission of the Marketing Committee is to create and promote the awareness of the Council while ensuring consistent use of its name and logo within the standards set by CSDP.

Governance Committee – Brian M.

The mission of the Governance Committee is to provide oversight of By-laws, Conduct, Rules and Norms to guide activity within the council.

Member Eligibility

- Have responsibility for supplier diversity at a corporation, university or government agency; and/or responsible for purchasing, or assist in and influence the purchase of, goods/services from diverse entities.
- Each member **must** serve on at least (1) standing Committee:

Finance	Marketing	Membership	Program	Technology	Governance
Kenneth Doherty	Courtney Quenneville	Lynn Garrison	Therissa Allen	Duane Green	Brian Moore

- Pay annual dues (\$100) to maintain good standing (due by February)
- Participate in general membership meetings (minimum of 4x per year)
- Adhere to the Code of Conduct as outlined in the By-laws
 - Report concerns to the chair
 - If concerns about the chair – report to an officer or board member
 - By-laws are posted on the website: <https://www.ncsdp.com/bylaws>

Membership Dues

Policy:

- Invoices for member dues are sent out in December of each year, due by February 1 of the following year
- Dues will cover the calendar year from January 1 – December 31
- Dues are nonrefundable and **non-transferable (individual membership / not company membership)**
- For new members, payment is due within 30 days of joining

Payments:

- Annual Dues – \$100.00 (not increased since 2015)
- Unpaid Dues (by Feb. 28th) – will cancel member status
- CSDP's **501c6 Non-profit** membership organization status is in process
- See **Kenneth Doherty, Treasurer** – payments accepted via check or on-line w/credit card @ <https://my.cheddarup.com/c/2022-csdp-annualmembership>
 - There is a \$3.95 processing fee to pay by credit card

2023 Meeting Schedule

DATE (2023)	TIME	Host
February 3	8:30am – 11:00am	Virtual
March 24	8:30am – 11:00am	
May 2	8:30am – 11:00am	MMPC
July 28	8:30am – 11:00am	
September 22	8:30am – 11:00am	
November 17	8:30am – 11:00am	
DEC TBD	8:30am – 11:00am	

Board meeting will immediately follow general body meeting at 11:10am

COMMITTEE REPORTS

Finance Committee

Mission

- The mission of the Finance Committee is to ensure the fiscal well being of CSDP by overseeing and administering the financial affairs, including:
 1. Business checking account
 2. Collection and monitoring of annual dues
 3. Maintenance of licensing status
 4. Reporting of financials at our annual CSDP meeting.

Members

- Ken Doherty – Chair
- Eric Glenn Co – Chair
- Helen Ford
- Art McClellan
- John Taylor
- Marcie Hradil



Financial Summary

2022 Financial Summary

- **1-01-2021 Beginning Balance** \$19,778.63
- Deposits \$7,330.00
- Dues, holiday fund

- Debits/ checks \$7,215.97
- Gifts & Promo items, Charitable Donations, Web hosting , Zoom License, Banking Fees, PO Box, Benevolence

- **12-31-2021 Ending Balance**
\$19,892.66.63

- We had a surplus of **\$114.03**

2021 Financial Summary

- **1-01-2021 Beginning Balance** \$14,466.91
- Deposits \$7,861.62
- Dues, holiday fund

- Debits/ checks \$2,549.90
- Promo items, Web hosting , Giftbit, Handouts, PO Box, flowers

- **12-31-2021 Ending Balance**
\$19,778.63

- We had a surplus of **\$5,311.72**



2023 Objectives



- Continue utilizing the capabilities of the CSDP website and Cheddar-Up Application to enhance the flexibility in
 1. Paying membership Dues & increasing on time payment
 2. Collecting Corporate Donations
 3. Increasing the visibility of our Financial state
 4. Better involve the Finance Committee
- Ensure CSDP funds are used for the Benefit of our Members inline with our By Laws
- Develop Budgets to support the needs of the sub committees
 1. Technology (CMS website, Zoom, etc)
 2. Speaker - gifts (hopefully)
 3. Special Events)
 4. Professional Development Training
 5. Member benevolence (get well...etc)

Governance Committee

Mission

To provide oversight of By-laws, Conduct, Rules and Norms to guide activity within the council.

We meet as needed.



Members

- Brian Moore - Chair
- Kenneth Gardner
- Helen Ford
- Teresa LeFevre
- Ken Doherty

2023 Goals

1. Review CSDP Bylaws For Updates
2. Update Virtual Sharing of Information

Membership Committee

Mission

- To ***proactively drive*** membership growth, to ***facilitate*** the review and approval of guest and membership applications, and to maintain ***accurate*** records of CSDP membership.

2022 Members

- Lynn Garrison– Chair
- Eric J. Glenn – Vice Chair
- Tina Alonzo
- John Eley
- Denisha Greer
- Tammi Hart
- Ron Ross
- Jennifer Rader
- Lillian Lowery
- Mary Mbiya
- Dannis Mitchell
- Lanisha Mullin
- Lisa Pointer
- Daryl Scharfenberg
- Candice Sams
- Simona Rabsatt Butler
- Lynn Wilson

2022 Activities

- **8** New members
- **55** Paid members
- **8** Faces of CSDP
- Buddy Program
- Quarterly Coffee / Tea morning sessions
- Modified new member and guest request approval process
- Membership committee members also actively participated on other committees.

Buddy Program

Purpose: The purpose of the buddy program is to welcome new members into CSDP and help them understand the organization and its benefits. It is not a professional mentoring program. Informal meetings will be scheduled with an assigned veteran member to aid the new member with integrating into CSDP. The veteran member will be a resource for answering questions and building relationships to aid with retention and sense of community.

- **Term:** 6 months
- **Cadence:** Minimum of 2 meetings within the 6-month time span
- **Engagement:** Ensure sharing and learning goes both ways with your first conversation a meet/greet, get to know each other. Veteran member schedules the 2 meetings (Intro / Outro). Any engagement / assistance outside of the 2 meetings in on the new member. Survey at the end of the 6 months.
- **Quarterly coffee** – 30min touch points will be scheduled for all program participants

Candice Sams

Ron Ross

Tammi Hart

Jennifer Rader

Simona Rabsatt Butler

Thank you

Teresa LeFevre

Lynn Garrison

Lillian Lowrey

Lynn Wilson

Courtney Quenneville

We are still looking for new member “buddy” volunteers. Please let our team know if you’re interested!

2023 Plans

- Continue to partner with other committees. (building communication and cohesiveness)
 - Governance – Simona Rabsatt/Butler
 - Marketing – Lillian Lowrey
 - Finance – Lynn Garrison
 - Technology – Tammi Hart & Eric Glenn
 - Professional Development/Programs – Ron Ross
- Member highlights in collaboration with the Marketing Committee
- Member growth through recommendations and word of mouth (Quality vs Quantity)
- Quarterly Buddy Coffee/Tea Sessions led by John Eley
- Update the guest request application and post to the website

Welcome

2022 New Members



Thomas Shipps
(January)



Meechelle Parker
(March)



Lanisha Mullin
(May)



Tina Alonzo
(August)



Sophie Posey
(October)



Shaquanta Locke
(November)



Lisa Pointer
(November)



Joan Annexy
(December)

2023 New Members

Name	Position	Company	Committee
Doug Furgason	Procurement Category Manager / Supplier Diversity	Rocket Central	Program & Professional Development
Marcie Hradil	Sr. Purchasing Specialist	ZF North America	Governance & Finance
Sylvia Daniels Ray	Manager, Supplier Inclusion & Diversity – IDEA	lululemon athletica	Membership



Reminders

- Q1 Buddy Coffee / Tea Feb 23rd 9-9:30am
- **Join a Committee and be an ACTIVE part of the team!!**
- Membership Questions
 - membership@ncsdp.com
- Membership Page
 - Visit <https://www.ncsdp.com/membership>
 - Member resources
 - Guest request and member applications

Marketing Committee

Mission

The mission of the Marketing Committee is to create and promote the awareness of the Council while ensuring consistent use of its name and logo within the standards set by CSDP.

Members

- Jacinto Blanco
- Cheryl Bowlson
- Tanya Cadwell-Murray
- Sherry Diccion
- Helen Ford
- Anand Kumar
- Mike Sullivan
- Lillian Lowery
- Ramona Mayberry
- Lisa Loomis
- Thomas Shipps
- Lisa Pointer **(Welcome!!)**
- Brian Moore (Co-Chair)
- Courtney Quenneville (Chair)



Marketing Update – 2022 Support

Apparel / Swag Update

Member Order Form

Men's Apparel

- A. Polo Shirt: Black, White, Navy, Grey, Khaki, Olive
- B. Short Sleeve: Black, Navy, Grey, Khaki, Olive
- C. Sweater: Black, Navy, Grey, Khaki, Olive
- D. Long Sleeve: Black, Navy, Grey, Khaki, Olive
- E. V-Neck: Black, Navy, Grey, Khaki, Olive
- F. Zip-Up Hood: Black, Navy, Grey, Khaki, Olive
- G. Jacket: Black, Navy, Grey, Khaki, Olive
- H. Cap: Black, Navy, Grey, Khaki, Olive
- I. Socks: Black, Navy, Grey, Khaki, Olive
- J. Undershirt: Black, Navy, Grey, Khaki, Olive

Ladies Apparel

- 1A. Polo Shirt: Black, White, Navy, Grey, Khaki, Olive
- 1B. Short Sleeve: Black, Navy, Grey, Khaki, Olive
- 1C. Sweater: Black, Navy, Grey, Khaki, Olive
- 1D. Long Sleeve: Black, Navy, Grey, Khaki, Olive
- 1E. V-Neck: Black, Navy, Grey, Khaki, Olive
- 1F. Zip-Up Hood: Black, Navy, Grey, Khaki, Olive
- 1G. Jacket: Black, Navy, Grey, Khaki, Olive
- 1H. Cap: Black, Navy, Grey, Khaki, Olive
- 1I. Socks: Black, Navy, Grey, Khaki, Olive
- 1J. Undershirt: Black, Navy, Grey, Khaki, Olive

LETTER CODE AND ITEM	QTY	COLOR	SIZE	EXTENSION	ITEM TOTALS
<p>Estimated Shipping & Handling:</p> <ul style="list-style-type: none"> 1 item: \$8.00 2 items: \$10.00 3 items: \$11.00 					

Promo Items:

- NO PROJECT TOO BIG OR TOO SMALL FOR INCLUSION
- NO PROJECT TOO BIG OR TOO SMALL FOR INCLUSION
- NO PROJECT TOO BIG OR TOO SMALL FOR INCLUSION

For Delivery Call 453-1000

Headshots



Infographic Update

Council of Supplier Diversity Professionals

Our mission is to create a premier environment for professionals with supplier diversity responsibilities, and focus on their development through education, sharing of knowledge, networking, mentoring, benchmarking and best practices.

www.ncsdp.com

WHAT WE DO:

- 45+** Member organizations with leading supplier diversity programs.
- Membership Benefits:**
 - Networking
 - Program Growth
 - Benchmarking
 - Strategy Alignment
 - Advocacy
 - Professional Development
 - Certification
 - Knowledge Transfer
- 25 years** Average supplier diversity experience (ranging from 1-30 years)
- 4000+** Certified diverse suppliers utilized and growing

DIVERSE SPEND IMPACT OF CSDP:

- Tier 1 MBE: \$5.3B+**
- WBE: \$2.2B+**
- Other: \$500M+**
- Tier 2 \$400M+**

\$8 Billion+ TOTAL TIER 1 CERTIFIED DIVERSE SPEND

INDUSTRIES REPRESENTED:

- Automotive
- Construction
- Consumer Goods/Services
- Education
- Energy
- Financial Services
- Health Care
- Professional Services
- Steel

BOD Graphic / Recognition

Council of Supplier Diversity Professionals BOARD OF DIRECTORS

NEWLY ELECTED

- Teresa LaFevre**, Executive Vice-Chair
- Art McCordian**, Vice-Chair
- Lillian Ryan-Limery**, Secretary
- Ron Doherty**, Finance Chair
- Kenneth Gardner**, Governance Chair

NEWLY APPOINTED

- Courtesy Quisenberry**, Marketing Chair
- Theressa Allen**, Program/Professional Development Chair
- Lynn Garrison**, Membership Chair
- Duane Green**, Technology Chair

Holiday Mingle / Member Gifts

CSDP IS HAVING A HOLIDAY MINGLE

Save The Date

THURSDAY DECEMBER 15, 2022 5-5:55 PM

MORE INFO TO COME

amazon

\$ 10

Design Excellence Award

Social Media Updates



Marketing Committee – 2023 Initiatives

- ✓ Update BOD Graphic - **COMPLETE**



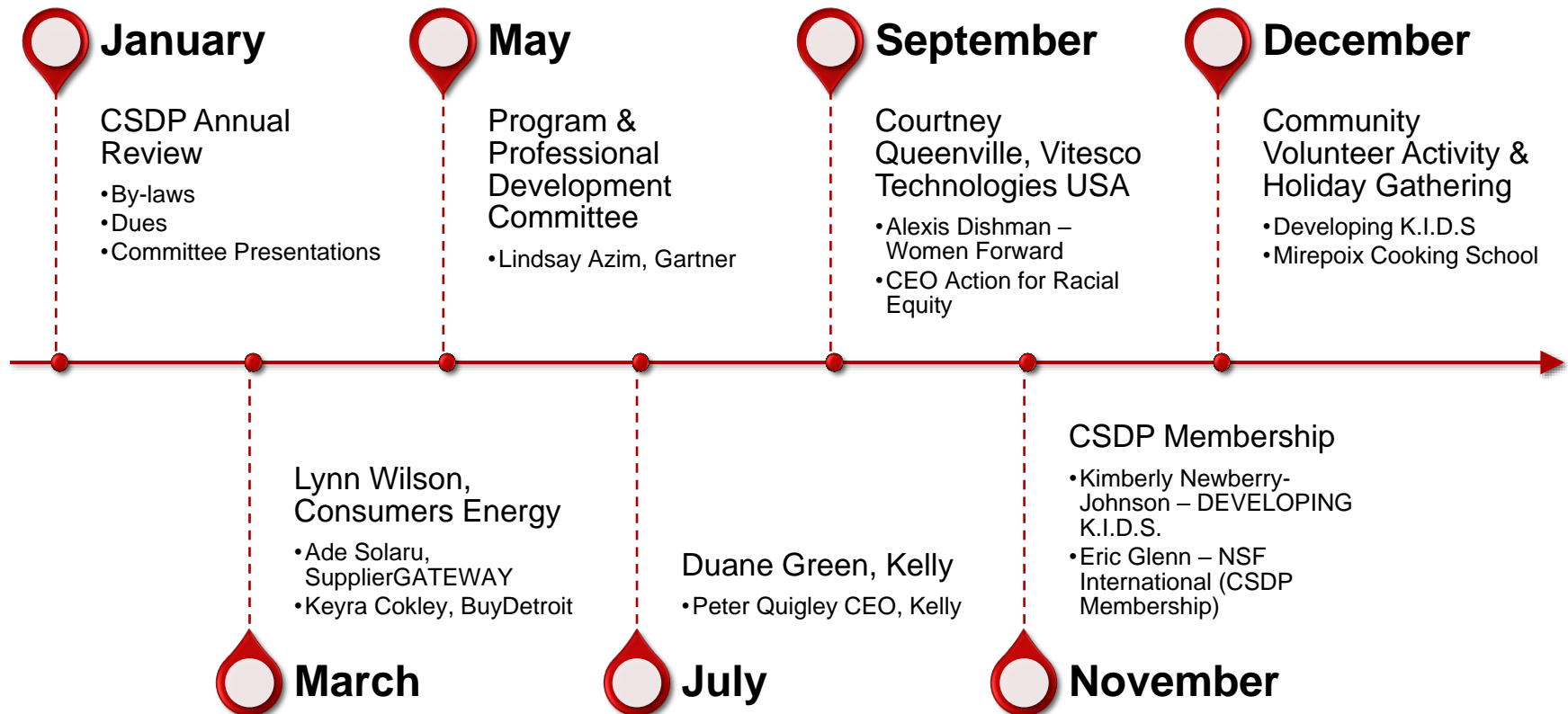
- ✓ CSDP Video- **In-Process**
- ✓ **Social Media Campaign- In-Process**, To highlight new and current CSDP members, also testimonials. Anyone have **promotion** news or see a good **article** related to SD? Please send to marketing so that we can share!
- ✓ **2023 Retreat: TBD**
- ✓ **Website Refresh: Ongoing**
- ✓ **Support other committees as requested– Ongoing, handled as requested**

2023
Program &
Professional
Development
Committee



The mission of the Program Committee is to develop, plan, and implement the format and content of CSDP meetings. We will create stimulating programs that add value and promote higher learning for CSDP members and address key initiatives impacting supplier diversity professionals.

2022 Accomplishments: Year in Review



2023 CSDP Holiday Mingle



CSDP
Holiday Mingle
12-15-22
Mirepoix Cooking
School



Developing K.I.D.S.



2023 Initiatives

Supplier
Diversity
Programs

The Perspective
of a Supplier
Diversity
Professional

Benefits of a
Supplier
Diversity
Professional

2023 Supplier
Diversity Survey
and Polling

2023 MMPC

2023 Retreat

Holiday Event

Community
Service

Charitable
Organizations

Program &
Professional
Development
Meetings

Program &
Professional
Budget

2023 Program & Professional Development Committee



**COUNCIL OF
SUPPLIER DIVERSITY
PROFESSIONALS**

The Committee

- Therissa Allen – Chair
- Dan Muschong
- Joan Annexy
- John Taylor
- Lillian Kyser-Loweru
- Lisa Ross
- Lisa Wilson
- Lynn Wilson
- Shaquanta Locke
- Sophie Posey
- Teresa LeFevre

Technology Committee

Members

- Duane M. Green-Chair
- Dan Muschong – Vice Chair
- Lisa Ross
- Ken Doherty
- Barbara Morgan
- Courtney Quenneville
- Michael Sullivan
- Jennifer Good
- Tracy Deuman

Mission

“to promote the use of technology to assist membership and committees through identification, recommendation and supporting the overall needs of the CSDP and Supplier Diversity communities.

2022 Accomplishments



Virtual Meetings

- General / BOD meeting via Zoom (In-person at Kelly)
 - Recording/ Chat notes
 - Pre-meeting assessments with hosts and guest speakers
 - Post meeting polling
- CSDP Website Design Process
 - Capturing committee needs
 - Established requirements and priorities with Trillium
 - Trillium completed their due diligence to determine feasibility of CSDP requirements

Trillium Update –Greg Stanalajczo – VP & CMO

2023 Initiatives

Category	Activities
CRM Website Redesign – Phase 1	<ul style="list-style-type: none">• Revamp look and feel• Communication/Survey/Polls• Collaboration• File storage• Event Calendar• Enhanced member profiles• Invoicing/possible integration with Cheddarup• Managed site access• Analytics
Meetings	<ul style="list-style-type: none">• Capabilities to support General & BOD meeting with both in-person and virtual hybrid options.
Zoom Training for committee members	<ul style="list-style-type: none">• Scheduling meetings• Creating surveys/polls• Setting up Breakout Rooms• Editing meeting recordings• Conducting pre-meeting assessments w/ guests and meeting hosts