



MEMBERSHIP AGREEMENT

The **Diversity in Manufacturing Initiative (DiMi)** is a collaborative effort involving employers, industry associations, and various stakeholders focused on enhancing the representation of Black, Indigenous, and People of Color (BIPOC), as well as other under-represented job seekers, in the manufacturing sector. The mission is to diversify talent within the manufacturing industry, fostering a more diverse and inclusive workforce. By acting as a comprehensive resource for employers of all sizes, DiMi aims to provide best practices for effective outreach, ensuring that the initiative is a valuable asset for all stakeholders involved.

This agreement serves as a declaration of intent and a collaborative commitment among employers, industry associations, and stakeholders, and does not constitute a legally binding contract. By participating in this initiative, members agree to promote a more diverse and inclusive workforce within the manufacturing industry.

I. DiMi Objectives

Objective #1: Grow and Strengthen Partnerships

i. Outcome

1. Increase collaboration between industry employers and Minnesota's job seekers
2. Reduce disparities and raise awareness of manufacturing career opportunities available in manufacturing
3. Promote the necessity of diversity within the industry through certification, funding initiatives, and targeted training programs
4. Enhance involvement from the state's workforce ecosystem, including workforce development partners, educational institutions, community organizations, and philanthropic entities.

Objective #2: Address Misconceptions about the Manufacturing Industry

ii. Outcome

1. Raise awareness regarding advanced manufacturing careers and their potential.
2. Educate key influencers—parents, teachers, and job seekers—about sustainable manufacturing occupations.
3. Dispel prevalent myths about manufacturing careers, commonly referred to as the “3D” myths: dark, dirty, and dangerous

Objective #3: Prepare Minnesota's Workforce for Industry Needs

iii. Outcome

1. Develop accessible pathways into manufacturing careers through diverse entry points.
2. Support outreach initiatives and training tailored to targeted audience demographics.
3. Invest in upskilling and reskilling current workforce talent to meet industry demands.
4. Implement a system for continual review and assessment of project progress.

Objective #4: Assist with Development of Strategies to Promote Manufacturing Careers

iv. Outcome:

1. Strengthen communication channels with underrepresented communities concerning manufacturing opportunities.
2. Increase the recruitment and hiring rates of diverse talent within the industry.
3. Provide strategic input on skills development and the training requirements necessary for careers in manufacturing.

II. Member Involvement

To ensure the effectiveness and sustainability of DiMi, active member engagement is essential. By actively fulfilling these responsibilities, members can play a vital role in promoting the goals of the initiative and ensuring its long-term success in fostering diversity and inclusion. Expectations of members include:

1. **Regular Attendance at General Meetings:** Members should make an effort to attend general meetings consistently. These meetings are crucial for staying informed about current developments, sharing insights, and contributing to discussions that shape the direction of the initiative.
2. **Participation in Sub-Committees:** Members are required to join at least one of the following sub-committees:
 - a. **Employer Engagement:** Recruit and increase employer participation.
 - b. **Community Engagement:** Work with community organizations, raising awareness and support for DiMi.
 - c. **Education & Training:** Identify and recommend training programs to prepare job seekers for employment in the industry and offer suggestions for future training programs.
 - d. **Recruiting & Retention:** Refining the recruitment and retention process to enhance diversity and inclusion within the industry.
3. **Collaboration with Workforce Development Partners:** Members should work closely with local workforce development agencies and partners to create pathways for diverse job seekers. This includes sharing job openings, hosting informational sessions, and facilitating networking opportunities.
4. **Support for Diversity in Recruitment and Retention:** Members are expected to champion diversity in both recruitment and retention efforts. This involves sharing best practices, advocating for inclusive workplace policies, and mentoring diverse candidates to help them succeed within the organization.

III. DiMi Onboarding

The onboarding process for new members, spearheaded by DEED's Project Manager, aims to welcome, and integrate individuals into the initiative.

1. **Orientation:**
 - a. New members will attend a scheduled orientation session with DiMi's Project Manager.
2. **Review of Participation Agreement:**
 - a. Clarification of individual roles and responsibilities within the initiative.
 - b. Explanation of the expectations for participation and engagement.
3. **Overview of Initiative Objectives:**
 - a. Outline of short-term and long-term goals.
 - b. Explanation of how individual contributions align with these objectives.
4. **Discussion of Involvement Opportunities:**
 - a. Overview of committees, working groups, or task forces.
 - b. Information on upcoming events, projects, or activities that require participation.
5. **Networking:**
 - a. Opportunities for new members to connect with existing members.
 - b. Encouragement to participate in team-building activities that foster collaboration.