

Automotive Retail DEI Champions Council Executive Overview

The Retail DEI Champions Council is a forum for the open exchange of information and best practices for diversity, equity and inclusion for DEI champions for automotive retail organizations.

Council meetings are held monthly via Zoom. CADIA and ESI Trends staff work with Council co-chairs to create meeting agendas and content providing thought leadership on DEI as well as practical take-aways for members. The CADIA/ESI Trends Antitrust Guidelines are followed closely, and each meeting is memorialized in a set of meeting proceedings that is shared with all members.

A focus of each meeting is to facilitate dialogue among members on the issues that are most important to them and their respective organizations. Some of those topics include:

- Linking cultural transformation to the bottom line
- Getting leadership buy in and creating accountability for DEI objectives
- How to grow and keep diverse talent at all levels
- Hiring best practices
- How companies are addressing civility in the workplace
- Hiring more diverse candidates in auto tech roles
- Ensuring that all new hires are valued, respected and heard
- Create a multi-year solid strategy with goals, accountability and ownership
- Developing the next generation of retail leadership

Council participation is limited to members and invited guests only and there is annual membership fee. Member organizations vary in size from a single dealership to large scale dealer networks, some are beginning their journey in DEI and others are more mature.

For more information or to audit an upcoming meeting, contact Fleming Ford at fleming@esitrends.com or visit automotivediversity.org/retailchampionscouncil.

We are very proud and excited to announce a new partnership between CADIA and ESI Retail Leadership Academy for Automotive Diversity, Inclusion & Advancement for the retail automotive sector. CADIA is an organization focused on driving systemic change, supporting leadership commitment, and championing diverse talent in the automotive industry. ESI Retail Leadership Academy is the most comprehensive program of leadership coaching and talent management solutions for retail automotive that provides managers with the tools, roadmaps and mindsets to attract, retain and engage high performance teams that achieve remarkable results.

