The development of DE&I initiatives should focus on the markets that we serve. As we wrestle with how our industry needs to change to eliminate systemic bias, we must focus on creating diverse leadership candidates, developing pools of potential leaders and providing opportunities to demonstrate and build leadership skills. Representation in leadership positions requires diverse leadership from an organization, so success in this area will have a trickle-down effect. A third layer of DE&I initiatives should focus on the markets that we serve. As we wrestle with how our industry needs to change to eliminate systemic bias, we must focus on creating diverse leadership candidates, developing pools of potential leaders and providing opportunities to demonstrate and build leadership skills. Representation in leadership positions requires diverse leadership from an organization, so success in this area will have a trickle-down effect.

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