



COMMITTEE ON ISSUES OF DIVERSITY

Overview

Established as an ad hoc committee at the September 2016 General Membership Meeting in Columbus, to examine issues of diversity within our membership, this committee was voted in as a standing committee in July 2018 at the New Orleans AGM.

Responsibilities

This committee's charge is:

- *To review the membership, including at the committee and Executive Board levels;*
- *To explore institutional structures, procedures, and practices and to identify paths to progress in these areas;*
- *To consider avenues to leadership and involvement within the Association that promote principles of inclusion and diverse representation; and*
- *To recommend a pathway moving forward.*

Level of Commitment

Committee members will be expected to participate in regular online meetings involving either the full committee or members of sub-committees that will evolve as the committee's work gets underway. They will also be expected to work on various projects throughout the year and meet deadlines agreed on by the full committee or sub-committees. Committee members will meet in person (for those in attendance) at International ACAC's summer conference and during the annual NACAC conference.

Necessary Traits or Qualities

- Belief in and commitment to International ACAC's Statement on Diversity and Inclusion, which reads:
International ACAC values diversity and inclusion. We endeavor to fully pursue that goal by engaging any professional who is ethically contributing to the process of supporting students as they move from secondary schooling to higher education. We welcome all persons regardless of age, gender, sex, race, color, nationality, ethnicity, culture, religion, sexual orientation, socioeconomic status, or disability or handicap. We hope to engage professionals who represent an array of thoughts, backgrounds, and experiences.

- Strong interest in issues of diversity, and enthusiasm for working collaboratively with other committee members to progress the 4-point charge of this committee.
- The ability to be passionate about issues of diversity while being open-minded, diplomatic, and inclusive in conversations and examinations of existing practice within the organization.

Given the spirit of International ACAC's Statement on Diversity and this committee, we welcome applications from members representing all backgrounds and perspectives. The work of the committee will be exciting and ultimately rewarding but will also have moments of introspection and potentially difficult conversations. We look forward to channeling this passion for the mission into action, and contributing to the growth of International ACAC.

Challenges and Growth Areas

As this is a relatively young committee, our challenges are embedded in our mission, and all areas are growth areas.

Term Length

Three years. Each person is an active member of the committee for three years, with the term beginning on July 1 of the first year and ending on July 31 of the third year. As this is a new standing committee, the member composition will transition from its original ad hoc status, bringing the application and appointment process in line with the established timeline.

November 2019