



## INCLUSION, ACCESS, and SUCCESS COMMITTEE

### Overview

The Inclusion, Access, and Success Committee advances International ACAC's commitment to inclusion for underserved students and the educational professionals who guide them.

The committee oversees all aspects of the International ACAC Scholar Program; collects and distributes professional development resources that support underserved students and educational professionals who guide them; and, promotes inclusion and diversity within the membership and organizational as a whole by working closely with the PD and Membership Committees.

### Responsibilities

*International ACAC Scholar Program* - This program brings upwards of 15 high-impact counselors working with academically talented, low-income students to the annual conference.

- Nomination Process: Each year, we make sure we have a robust pool of nominations to ensure a deep application pool.
- Application Reading & Selection: We read and evaluate applicants against a rubric, discuss applicants' strengths within regional committees, and send recommended finalists to the leadership team for final selection.
- Bus Tours: We secure post-conference bus tour places for all 12 scholars.
- Scholar Orientation Team: We serve as active resources for scholars pre-conference.
- Scholar Mentor Program: We oversee a year-long mentorship program that pairs International ACAC scholars with seasoned International ACAC members for support before, during & after the conference.
- Scholar Alumni Network: We make sure the 50+ scholar alumni remain interconnected while engaging them in productive and meaningful ways to contribute to the International ACAC community.
- *International ACAC's Global Fund* : We support the Global Fund coordinator with donor engagement and impact reports.

### *Professional Development*

- We facilitate sessions on financial aid, access, and inclusion at annual conference

### Resources

- We collect and distribute resources that advance International ACAC's commitment to inclusion for underserved students and the educational professionals who guide them.

### *Membership Diversity*

- We seek to increase diversity within International ACAC's membership - with a particular focus toward regional diversity and underrepresented populations.

### **Level of Commitment**

Each committee member is asked to support at least two IAS initiatives/sub-committees. This typically means you'll dedicate 20-30 hours over the course of the year. Most committee members are asked to read and evaluate scholar applications in December and January—we read independently, so there's certainly flexibility when you do this. You'll need to dedicate 5-8 hours to reading and reviewing these applications.

### **Necessary Traits or Qualities**

- First and foremost, a passionate belief in access to higher education for all student populations, regardless of socioeconomic background and a belief in the need for more diverse student populations on university and college campuses
- A demonstrated commitment (professional and/or personal) to underrepresented and/or low-income student populations.
- A "do-tank/think-tank" mentality. This team needs individuals willing to translate ideas into action.
- A willingness to roll up your sleeves and do the behind-the-scenes work required to implement high-impact programs for counselors and students around the world
- Self-initiative and self-management: the ability to build up, develop, and help a program grow without constant oversight
- Flexibility, collaboration, and a sense of humor

### **Growth Areas and Challenges**

- Creating awareness among our membership about inclusion and access challenges for low-income international students
- Figuring out how to offer support to under-resourced counselors around the world who do not have access to PD
- Measuring and articulating the impact of the Scholar Program to various constituencies.
- Advocating for greater diversity within our affiliate in terms of regional diversity and underrepresented demographics

### **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.

*November 2019*