



DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

Overview

The Diversity, Equity, and Inclusion Committee became a standing committee in 2021. The committee examines matters of difference and equity within International ACAC for the purpose of creating an inclusive community that captures the variety inherent in our membership and opening pathways for more meaningful participation of General, Committee, and Executive Board members. Our work includes:

Responsibilities

- Review the diversity of our membership at the general, committee, and executive board levels
- Explore institutional structures, procedures, and practices
- Identify avenues to leadership in the Association
- Make recommendations for progress in these and related areas

Level of Commitment

Throughout most of the year, committee members can expect to commit 1-3 hours a week for work on projects as distributed among our working groups. The committee will host monthly meetings with rotating times to allow people in different time zones to participate in meetings at least once every 2-3 months.

Necessary Traits or Qualities

We are always seeking broad representation from members in all regions of the world and at all types of organizations that participate in International ACAC. Members must have a demonstrated commitment to promoting diversity, equity, and inclusion.

Because our work involves learning and discussion around sensitive topics, members should be comfortable with building a trusting space while contributing their thoughts and feedback to the conversation. Members should be open to feedback and growth as we build our understanding together about various DEI topics.

Challenges and Growth Areas

The Diversity, Equity, and Inclusion Committee began as an ad hoc committee in 2016. As a new standing committee with representation on the executive board, this is an exciting time for the

committee to establish new directions and take on new initiatives to support the International ACAC community. We hope to build our collaborations with other committees, in addition to raising all the different voices of our membership. This period is a time for members to bring new ideas to the table on how to effectively collaborate and advocate for the many communities within International ACAC.

Goals

- Defining diversity and the work we do as a committee
- Liaising with Vice Presidents to help shape diversity efforts working with committees
- Regular communication to members to identify and amplify diversity within international ACAC

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.

December 2021