

# **IAFP Diversity Equity and Inclusion Council Membership**

## **Application FAQ**

### **What is the vision, mission, and purpose of the IAFP Diversity Equity and Inclusion (DEI) Council?**

Vision: IAFP promotes inclusion of all members to ensure that every member is heard and valued in the Association and that we achieve racial equity while embracing any and all dimensions of diversity within IAFP.

Mission: IAFP DEI Council members advise and lead IAFP in implementing and promoting equitable practices while fostering a culture of inclusivity for all members.

The purpose of the IAFP DEI Council is to:

1. Serve as a Diversity, Equity, and Inclusion advisory group to IAFP's Executive Board, hereinafter referred to as "Board."
2. Review and recommend policies, practices, and procedures that support and/or advance an organizational culture that promotes and fosters diversity, equity, and inclusion.
3. Advocate for the professional development of underrepresented groups within IAFP. This includes addressing any barriers preventing underrepresented groups from participating in related activities.
4. Address cultural barriers impacting members from all parts of the world.
5. Serve as a repository for DEI information, awareness, and educational efforts.
6. Implement DEI goals and objectives that achieve the above.

### **What are the Council Members Responsibilities?**

1. Engage the Board and staff in the development and implementation of effective DE&I goals, practices, and programs.
2. Attend Council meetings to discuss, design and implement DEI initiatives.
3. Serve as a conduit for IAFP members to share feedback and redress concerns and inequities in partnership with the Board and staff.
4. **Commit 10-15 hours per quarter** to DEI programming, duties, and activities
5. Actively contribute to an annual report to the Board and membership about the Council's goals and accomplishments.

### **How can I join the IAFP DEI Council? Are there any requirements to be on the DEI Council?**

All active IAFP members in good standing can apply to be considered for the Council. Any person serving on the Council must be a regular, retired, student or sustaining member of IAFP and must fill out an electronic completed application to IAFP by the deadline.

The Board selects Council members from the pool of applicants. Council membership will be limited to between 15-25 members.

Two Council seats will be designated to **each** of the following groups:

1. Minority serving institutions (2 seats)
2. Undergraduate/graduate students (2 seats)

### **How long is the term for a Council member?**

1. Council member terms will be two (2) years.
2. Council members can serve up to three (3) consecutive terms.

Please make sure that you can commit the time to participate as a full active member of the IAFP DEI Council before applying.

### **How will incoming IAFP DEI Council members be selected?**

1. Completed application will be submitted to IAFP and identifying information on applications will be concealed.
2. Applications will be reviewed by IAFP staff to make sure applicants are IAFP members in good standing and meet DEI Council eligibility requirements.
3. DEI Council members who still have 1 year of term will first score applicants independently based on the rubric. Next the DEI Council members will meet and collaboratively review applications with specific emphasis on personal statements applicants submitted.
4. After the collaborative review of applications, DEI Council leadership will recommend a slate of incoming members to the IAFP Board for their consideration.
5. IAFP Board will make the final decision based on the recommendations on the list of incoming members.