



Diversity, Equity, and Inclusion Advisory Commission Charter

Purpose:

The Diversity, Equity and Inclusion Advisory Commission is formed to help advise, guide and inform Delta Gamma's efforts around diversity, equity and inclusion to achieve our goal of ensuring Delta Gamma is more equitable, more inclusive, and more diverse, creating a sense of belonging amongst members who hold identities that have been marginalized.

Objectives:

The primary objectives of this board shall be:

- Provide feedback and advice to Delta Gamma Leadership and staff on how policy, procedure, programming and operations impact diversity, equity, inclusion, access, and belonging
- Review and provide feedback on diversity, equity, inclusion, and belonging:
 - strategies and initiatives
 - programs, trainings and educational resources
 - *ANCHORA*, website, electronic communications and social media
- Share research, ideas and resources to support staff and volunteers developing and implementing DEI initiatives, helping our members to develop a deeper understanding of the experiences of members who hold identities that have been marginalized and how to better support members who do not feel welcomed and included in Delta Gamma as a result of their identities
- Expand Delta Gamma's thinking related to DEI and how to foster a sense of belonging
- Partner as needed with Equity Assessment Implementation Working Group to advise implementation of the Organizational Equity Assessment Reframed Recommendations
- This group is advisory in nature and is not expected to create materials, programs, etc.

Time Commitment:

The DEI Advisory Commission will typically meet monthly. Board members may be expected to review materials outside of the monthly meeting. The time commitment should not exceed 5-7 hours per month.

Term Length:

The 2022-23 DEI Advisory Commission will serve from February 2022-June 2023.

Resources:

The potential resources to this board are:

[The Organizational Equity Assessment Reframed Recommendations DEI Workflow Document](#)

Delta Gamma Leadership and Staff

DEI Stakeholders group

Other resources as needed

Board Members:

The members of the DEI Advisory Commission shall have expertise in diversity, equity and inclusion through their professional, volunteer or lived experiences. Members may be Delta Gammas or non-members who have reached the age of majority in their state. A member of the Board will be selected as the chairperson and will be the liaison to the DEI Stakeholders group.

The group shall be made-up of 8-12 individuals.

Selection Process:

- The eight Delta Gamma Regional Directors, who represent their regions and each Fraternity subject matter, will serve as the selection committee, with the Director: Alumnae Development and Director: Chapter Development serving as liaisons for the interview process.
- Applicants will express interest in chairing the Commission on the application. The Chair will serve on the DEI Stakeholders group, representing the DEI Advisory Commission.
- Along with recommending members of the DEI Advisory Commission, the selection committee will also suggest a Chair.
- Council will endorse the Commission and the Chair and applicants can expect to be notified in February.