



## **Diversity, Equity, and Inclusion Guidance and Consultation Board (DEIGCB) Charter**

### **Purpose:**

The Diversity, Equity and Inclusion Guidance and Consultation Board 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 diversity, equity and inclusion (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 Committee to advise implementation of the Equity Assessment
- This group is advisory in nature and is not expected to create materials, programs, etc.

### **Time Commitment:**

The DEI Guidance and Consultation Board will 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 DEI Guidance and Consultation Board members will serve a one-year term.

### **Resources:**

The potential resources to this board are:

- Collegiate Chapter President Roundtable Report
- Collegiate Member Survey Report
- DEI Training Plan
- *ANCHORA* Contextualization Article
- DEI Webpage
- Equity Assessment Report

**Board Members:**

The members of the DEI Guidance and Consultation Board 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 or province. A member of the Board will be selected as the chairperson and will be the liaison to the Director of Chapter Development, Director of Alumnae Development and a staff member on the DEI working group, appointed by the Fraternity Executive Director.

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