

Diversity, Equity, and Inclusion Subcommittee

Committee Charge	Operating under the VRMA Membership Committee umbrella, the DEI Subcommittee is charged with ensuring that VRMA embodies all facets of diversity (inclusiveness, mutual respect, multiple perspectives, and equitable opportunities) so that all members, irrespective of race, ethnicity, nationality, cultural background, sexual orientation, gender identity, religion, age, income, physical and mental ability have equal opportunity and thrive in the vacation rental industry.	
Committee Goals & Responsibilities	<ul style="list-style-type: none"> • Increase and maintain diversity within the VRMA membership • Provide access to diversity, equity, and inclusion resources and trainings for VRMA members to encourage DEI prioritization within our member companies • Promote career advancement of VRMA members through volunteer opportunities and leadership within the association 	
Committee Composition	The Diversity, Equity, and Inclusion Subcommittee is comprised of a chair and additional members as deemed necessary by the chair to complete the work of the committee.	
Membership Term	<p>All committee members serve a two- (2) year term and are eligible for reappointment. There is no limit as to the number of terms any committee member may serve; however, those interested in returning for an additional term of service must complete the standard committee application form to indicate their interest and to inform the sitting committee chair of the compelling reasons why continued service is desired. Terms run January 1 through December 31 of the same calendar year.</p> <p>The committee chair is eligible to serve a maximum of two, two-(2) year terms.</p>	
Expected Commitment	Meetings and conference calls are scheduled on an as-needed basis throughout the year to discuss timely projects and tasks. Committee members are expected to participate in all scheduled conference calls. If, for any reason, a committee member is unable to participate, it is required that they inform a staff liaison in advance. If there is a consistent lack of engagement, separation of the committee from the individual may be considered and decided upon by the chair.	
Selection & Appointment	Committee members are selected by chair and Membership Committee chair. The chair is appointed by the President with input from the Membership Committee Chair. Committee member selections are reviewed and approved by the Membership Committee.	
Committee Requirements	<p>Committee members must:</p> <ul style="list-style-type: none"> • Express a desire to serve, with a special interest in diversity, equity, and inclusion • Be able to carry out the work of the committee • Support and advance VRMA’s mission • Be active in the vacation rental industry • Have the ability to work well with others 	<ul style="list-style-type: none"> • Create a safe space for open and respectful conversation • Make the necessary time commitment • Attend and actively participate in conference calls and in-person meetings
Roles & Authorities	<p><i>Engagement:</i></p> <ul style="list-style-type: none"> • TBD: will need to determine as committee becomes more solidified <p><i>Makes recommendations (to the board):</i></p> <ul style="list-style-type: none"> • Diversity and inclusion initiatives • TBD: will need to determine as committee becomes more solidified 	<p><i>Provides input:</i></p> <ul style="list-style-type: none"> • Educational programming, ensuring diverse representation <p><i>Reports to:</i></p> <ul style="list-style-type: none"> • Membership Committee on a monthly basis <p><i>Monitors:</i></p> <ul style="list-style-type: none"> • Industry trends
Staff Liaisons	<p>Jessica Baumgartner Membership and Operations Manager jbaumgartner@vrma.org 202-367-2410</p>	