

Call for Committee: Junior League of Fort Collins Diversity, Equity & Inclusion Committee

The Diversity, Equity & Inclusion Committee has been created by the Board of Directors to plan and drive the League's diversity, equity, and inclusion efforts on an ongoing basis. Its work will be comprehensive and not limited to a single functional unit. The DE&I Committee is directly accountable to the Board, and will work cooperatively with the Management Council to ensure its work is fully integrated into and aligned with the strategic direction of the League.

Who should apply: This committee is open to New Members, Active Members, and Sustainers. Committee members will be appointed annually by the President-Elect and a representative from the Nominating Committee. The committee must include at least one representative from each Council (Community Programs, Fund Development, Communications, and Membership) who will serve as liaisons to their specific Councils. Members who are not currently serving in a leadership position are encouraged to apply. **Members who are interested in leadership growth within our League are strongly encouraged to apply.**

Term Length: Ideally, tenure on the DE&I Committee should be one to three years, with members serving overlapping terms to ensure continuity of the committee's efforts and the ongoing integration of DE&I protocols into the League's operations as membership and programs evolve.

Time Commitment: At the commencement of its work, members will be asked to attend and participate in a Committee retreat. Following the retreat, meetings will be held at least four times per year, although more frequent meetings may be required. In the first year, it is anticipated that the committee will meet monthly, starting in October 2020. Time outside meetings will also be required for self-education, research, etc.

Goals: To 1) provide comprehensive tools and strategies for embedding diversity, equity, and inclusion into all aspects of the League's programs and operations; and 2) strengthen the League's position as a champion of diversity, equity, and inclusion in our community.

Scope:

- 1) Facilitate an annual survey of Active, Sustaining, and Provisional members to establish and track DE&I-related data within the League membership. At least 75% of Active members should participate in the survey each year;
- 2) Conduct a thorough review of the League's policies, procedures, practices, and operations through a DE&I lens in order to identify gaps where improvements should be made;
- 3) Develop and implement an annual DE&I plan, actively leading the membership in its efforts to embed the DE&I lens into all aspects of League activities;
- 4) Monitor and evaluate the performance of the plan; and
- 5) Maintain records and files as needed to ensure the committee's work is documented and available to members.

Click here to view the full [Committee Charter](#), a [list of skills and competencies](#) associated with this committee, and a [recruitment timeline](#).

Application deadline: September 11, 2020 at 11:59 p.m.

Please complete this application and contact Morgan Vanek at preselect@jlfortcollins.org with any questions.