



Diversity, Equity and Inclusion (DEI) Committee

Volunteer Role Description

Committee Description

The Diversity, Equity and Inclusion (DEI) Committee's primary goal is to implement a strategic plan for the ACVIM around how to improve the diversity, equity & inclusion efforts of the organization.

Committee Member Responsibilities

The members work closely with the chair, assistant chair, and other members. Members support the work of the committee through the following:

- Regularly evaluate the DEI strategic plan and make recommendations to add to and/or edit the goals and tactics as needed.
- Assist in increasing awareness of the current ACVIM DEI strategy to the membership.
- Serve on one of the DEI Committee's small working groups which each focus on different aspects of the DEI Blueprint including Resident Support/Residency Training Programs, Education/Speaker Diversity, and Financial Assistance.
- Serve on and advise any *ad hoc* groups created to further aspects of the DEI strategic plan.
- Collaborate with volunteers on other committees to further DEI efforts across the organization.
- Seek feedback from members on the DEI strategy.

Time Commitment, Term Length, and Term Dates

Time Commitment: 20-30 hours annually

Term Length: 3 years*

**If a committee member moves into a leadership position within the committee (Assistant Chair – Chair) additional time may be added to their commitment to fulfill this role.*

Term Dates: January 1 – December 31

Committee Meeting Schedule

Meetings will be held at least monthly, with occasional additional meetings scheduled as needed. Meetings are held virtually unless particular business needs warrant an in-person meeting.

Recommended Prior Experience

General knowledge of DEI concepts and common language. Some knowledge of DEI programs, especially in relation to veterinary medicine initiatives helpful but not required.

Benefits

Opportunity to influence the structures of the ACVIM to create more equitable opportunities for Diplomates, Candidates, and other people who interact with our organization. Chance to work with Diplomates and staff across the college to implement the DEI Blueprint.

Additional Information

The DEI Committee's work will be guided by the DEI Blueprint developed by the DEI Blueprint Task Force. The committee will have the ability to shift any parts of the Blueprint as needed to meet the goals of the college.