

BELONGING AND INCLUSION COMMITTEE CHARTER

Mission

The Belonging and Inclusion Committee (Committee) is a standing committee appointed by International Council (IC) to support their prioritization, identification and implementation of practices related to belonging, equity, diversity and inclusion in the context of Gamma Phi Beta Sorority.

Authority and Responsibilities

1. Review the report of the Belonging and Inclusion Task Force.
2. Create definitions of belonging, equity, diversity and inclusion for approval by IC to be used by Gamma Phi Beta.
3. Submit a prioritization of recommendations from the Belonging and Inclusion Task Force report to IC for approval.
4. Educate and increase awareness and understanding of One Gamma Phi Beta (the Sorority, the Facilities Management Company (FMC) and the Foundation) board members and workforce on belonging, equity, diversity and inclusion.
5. Assist One Gamma Phi Beta board members and workforce in the implementation of recommendations in these areas.
6. Serve as a resource to One Gamma Phi Beta in matters related to belonging, equity, diversity and inclusion.

Organization

Review of Charter/Performance

This charter shall be reviewed and reassessed by the Committee at least bi-annually and any proposed changes shall be submitted to IC's Governance and Personnel Committee for approval. In addition, at least bi-annually, the Committee shall evaluate its performance. The Governance and Personnel Committee shall determine the form and nature of the annual self-evaluation. The Governance and Personnel Committee shall report the results of the evaluation to the Committee chairperson who will determine how to share with the Committee members.

Membership/Structure/Quorum

The Committee will be comprised of a chairperson and four to six members, appointed by IC. The chairperson must be a Gamma Phi Beta member. A vice chair will be selected from among the Committee members and must be a Gamma Phi Beta or employee of Gamma Phi Beta. Committee members do not need to be members of Gamma Phi Beta; however, the majority of Committee members must be initiated members of Gamma Phi Beta. The Committee will include one member of IC. Volunteer appointments shall be made for a term of two years. Volunteers may serve for no more than

three consecutive terms on the Committee. Appointments to the Committee shall be made in the same manner as all other Sorority volunteer appointments, with the chairperson of the Committee being involved in the interview process. All members of the Committee will have voting rights. A quorum shall consist of a majority of the voting members of the Committee. If an employee of Gamma Phi Beta is not selected as a member of the Committee, a staff liaison will be assigned by the executive director and shall be a voting member.

Meetings

The Committee shall hold regular meetings at least six times yearly and as necessary via conference call and can meet more frequently as circumstances require. When appropriate, the Committee may meet in person. The Committee can communicate between meetings via email communication.

Agenda, Minutes and Reports

Agendas for the Committee meetings shall be prepared by the chairperson in collaboration with the vice chair. The Committee shall keep minutes of meetings and provide quarterly reports to IC. Minutes of all meetings shall be approved by Committee members at the following meeting.