

BELONGING AND INCLUSION COMMITTEE CHARTER

Purpose

The Belonging and Inclusion Committee (Committee) is a standing committee whose purpose is to assist International Council (IC) in:

- Supporting the prioritization, identification and implementation of practices related to belonging, equity, diversity and inclusion (BEDI) in the context of Gamma Phi Beta Sorority.

Objectives and Responsibilities

- Educate and increase awareness and understanding of One Gamma Phi Beta (the Sorority, the Facilities Management Company and the Foundation) board members and workforce on matters related to BEDI, as requested by board members or as identified by the Committee.
- Annually review the Belonging and Inclusion Task Force Report.
- Annually review definitions of belonging, equity, diversity and inclusion used by Gamma Phi Beta. Submit changes to IC for approval, as needed.
- Annually review prioritized recommendations from the Belonging and Inclusion Task Force Report. Submit changes to IC for approval, as needed.
- Provide IC with periodic updates on progress toward completion of recommendations in the Belonging and Inclusion Task Force Report.
- Assist One Gamma Phi Beta board members and workforce in the implementation of recommendations from the Belonging and Inclusion Task Force Report.
- Serve as a supplementary resource to One Gamma Phi Beta in researching, reviewing and discussing matters related to BEDI beyond those identified in the existing prioritized plan.
- Perform other duties and responsibilities that may be assigned.

Committee Composition

The Committee shall consist of:

- One co-chair who is a member of Gamma Phi Beta and appointed by IC.
- One co-chair who is a Gamma Phi Beta staff member and appointed by the executive director.
- One member of IC who is appointed by IC.
- One member from the Facilities Management Company Board of Managers who is appointed by the Board of Managers.
- One member from the Gamma Phi Beta Foundation Board of Trustees who is appointed by the Board of Trustees.
- Four to six volunteers appointed by IC. Volunteers 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 Gamma Phi Beta volunteer co-chair and all volunteer members are appointed for a two-year term and may serve no more than three consecutive terms.

A vice chair may be selected by the Committee from among the Committee members. The vice chair may assist the chairwoman with project management, preside over meetings in the absence of the chairwoman and assume other duties as needed.

All volunteer appointments to the Committee shall be made in accordance with the Sorority's process for volunteer leader appointments. All volunteers of the Committee shall be appointed by IC considering the recommendations of the Committee chairwoman and/or Governance and Personnel Committee (GPC).

International Council and committee chairs will work in partnership to address any Committee member's failure to meet expectations, with IC having the authority to remove a Committee member.

Operations

- The Committee will meet as often as it deems necessary to carry out its objectives and responsibilities, but in any event not less than six times per year. The Committee must have a majority of its members present to conduct a meeting.
- The co-chairs shall preside over the meetings of the Committee.
- Meetings shall occur via conference or video call. When deemed appropriate by IC, the Committee may meet in person.
- The Committee will report to IC on the activities of the Committee as often as it deems necessary to carry out its objectives and responsibilities, but in any event not less than four times per year.
- The Committee may form and delegate to one or more working groups all or any portion of the Committee's responsibilities, provided that no working group shall consist of fewer than two members.
- The Committee shall review and assess its performance annually. The GPC will determine the form and nature of the annual self-evaluation. The GPC will review the results of the annual self-evaluation and share them with the chairwoman.
- The Committee shall review and assess annually whether the charter appropriately addresses the matters that are or should be within its scope and, if appropriate, recommend changes to the charter to IC for approval.

Date of Adoption

This charter was adopted by IC effective July 22, 2021.