

# Belonging And Inclusion Committee Member

**Supervisor:** Belonging And Inclusion Committee Chair

**Department:** International Council Committee

**Date Created or Revised:** July 2025

## Purpose

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.

## Responsibilities

Committee members will advance Gamma Phi Beta's commitment to belonging, equity, diversity and inclusion (BEDI) across all entities (the Sorority, Facilities Management Company (FMC) and Foundation) by:

- Promoting Education and Awareness – Contribute to learning opportunities and share resources that help increase awareness across Gamma Phi Beta about BEDI principles, language and practice.
- Support Implementation – Partner with fellow committee members, the chair, board members and staff to integrate BEDI strategies into policies, programs and decision-making processes.
- Serve as a Resource and Partner – Act as a connector and thought partner for internal stakeholders (e.g., board committees, staff, board members) seeking guidance on inclusive practices and initiatives. Offer insight, connections, and expertise to stakeholders seeking guidance on inclusive practices and initiatives.
- Monitor Progress and Accountability – Assist in tracking committee work projects, collecting feedback and reporting progress towards strategic committee goals.
- Sustaining Momentum – Identify emerging trends, needs and opportunities to help evolve the committee's focus and maintain impact.

## Expectations

- The Committee shall hold regular meetings at least six times yearly and as necessary via conference calls 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.
- No travel is expected for this role. Any changes in travel expectations will be communicated to volunteers.
- Be a member in good standing by paying **international alumnae dues** or being a **Life Loyal member**.

## Preferred Competencies and Experiences

- Ability to participate in a virtual team and work independently. Committee members must be able to learn and use Microsoft Teams and email for communication and collaboration.
- Background and/or expertise in areas relating to belonging, inclusion and diversity initiatives.
- Experience in advancing intercultural competence within fraternity/sorority communities.

- Demonstrated commitment to advancing knowledge around belonging and inclusion.
- Not be employed by the Sorority, FMC or Foundation.
- Ability to recognize how personal identity influences leadership.
- Ability to describe how different identities are impacted by decision-making.
- General background and/or experience that would be helpful in this role (e.g., nonprofit board governance, project management, working in a diverse environment, etc.).

For additional details, please view the Belonging and Inclusion Committee Charter on the Gamma Phi Beta website.

