

Belonging And Inclusion Committee Chair

Supervisor: International Council Vice 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 (BEDI) in the context of Gamma Phi Beta. The volunteer chair will lead the committee with an appointed staff liaison who will assist with the administrative responsibilities of the work of the team.

Belonging and Inclusion Committee Chair Responsibilities

The chair will guide the committee to advance Gamma Phi Beta's commitment to BEDI across all entities (Sorority, Facilities Management Company, or FMC, and Foundation) by:

- Promoting education and awareness - Foster ongoing learning and awareness across Gamma Phi Beta about BEDI principles, language and practices.
- Providing strategic guidance - Lead the committee in identifying and elevating emerging trends, needs and opportunities that support a culture of belonging.
- Supporting implementation - Collaborate with board members and staff to integrate BEDI strategies into policies, programs and decision-making processes.
- Serving 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).
- Monitoring progress and accountability - Ensure the committee tracks progress and outcomes aligned with strategic BEDI goals and makes recommendations for continued growth.
- Sustaining momentum - Maintain continuity and relevance of the committee's work by revisiting and updating Belonging and Inclusion Taskforce recommendations originated in 2019 and the strategic areas of focus based on the evolving needs of the organization and the community it serves.

Expectations

- 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.
- Hire, onboard and supervise committee members. Follow Human Resources and Sorority Committee processes.
- Submit quarterly and annual reports to IC.
- No travel is expected for this role. Any changes in travel expectations will be communicated to volunteers.

Preferred Competencies and Experiences



- Familiar with the Belonging and Inclusion Taskforce recommendations from 2019.
- Member of Gamma Phi Beta in good standing who has served as a volunteer leader.
- Ability to lead a virtual team and work independently.
- Strong communication and project management skills.
- Creative and innovative mindset.
- Background and/or expertise in areas relating to belonging, inclusion, diversity initiatives.
- Experience in advancing intercultural competence within fraternity/sorority communities.
- Demonstrated commitment to advancing knowledge around belonging and inclusion.
- 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: nonprofit board governance, project management, working in a diverse environment.
- Not be employed by the Sorority, FMC or Foundation.

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