

## **INCLUSION, DIVERSITY, ACCESS and EQUITY (IDA&E) TASK FORCE**

### **Charge**

IDSA is committed to fostering an environment that honors and ensures inclusion, diversity, access and equity. During its' initial one-year charge, the IDA&E Task Force provided oversight, guidance and expertise for the implementation of strategies within the Board-approved IDA&E Roadmap.

Background: At the October 2019 meeting of the Board of Directors, the Board reauthorized the Task Force, to provide recommendations to ensure the full integration of IDA&E principles throughout IDSA. The Task Force reports to the Board of Directors.

### **Responsibilities**

- Identify and prioritize key initiatives from the [Roadmap and Strategies](#) for initial implementation; create a timeline for the implementation of initiatives for execution
- Identify, recommend and support tactics to advance key initiatives and work with stakeholders to ensure appropriate communications of efforts throughout the Society
- Identify opportunities to leverage best practices in the review of existing policies, practices, processes and communications and recommend changes
- Advise the Board and Leadership Development Committee on strategies and metrics for volunteer recruitment and increase engagement of diverse groups that are under-represented in the organization
  - To increase the number of under-represented populations in the composition of membership
  - To expand outreach to under-represented populations for pursuit of careers in ID in all settings
- Promote pipeline, mentorship, and career development activities

### **Ideal Characteristics**

- Working knowledge of IDA&E principles; prior involvement with related activities or service in similar capacity is helpful
- Strong interest in shaping the direction of IDSA's culture, namely IDA&E policies and practices
- Ability to lead and influence positive change with sensitivity and tact
- Experience integrating the principles of IDA&E in a professional setting is a plus
- Strong sense of community

### **Meeting Frequency**

7-10 conference calls

Two in-person meetings

### **Size, Term, Composition**

- A chair and 10 members (total 11)
- One-year term
- The committee membership should include representation across the various membership categories, demographics, geographic locations and practice settings

### **Appointment**

- Members will be selected by the Board of Directors