

Committee:



DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

Committee description

The DEI committee works toward a more diverse and inclusive representation of members, presenters, and programs across ADRP. Committee members promote a culture of action, dialogue, collaboration, and inclusion among ADRP members by partnering with a broad range of internal and external partners.

Co-Chair responsibilities

- Recruit and lead a diverse and growing team of at least six volunteers with a range of experience in donor relations
- Recruit a committee chair-elect, who will step in to fill your role as chair once you've completed your term
- Act as liaison with the ADRP Board of Directors and the ADRP Volunteer and Member Experience Committee on behalf of the DEI Committee to ensure that committee priorities are incorporated across ADRP activities
- Attend regular ADRP Volunteer Summits at which you will provide committee updates

Appointment begins immediately following the ADRP International Conference and the rotation of the ADRP Officers and Board of Directors and ideally will last for at least two years. After two years, the chair has the option to renew or step down. Whoever leaves a vacancy is responsible for helping to recruit a replacement and if possible, giving one month's notice to the Board Liaison and the Volunteer and Member Experience Committee.

Committee Responsibilities:

- Work toward a more diverse representation of members, presenters, sponsors, and programs across ADRP
- Promote a culture of action, dialogue, collaboration, and inclusion among ADRP members by partnering with a broad range of internal and external partners, including
 - The Education Committee to develop training and initiatives to create and foster an open and inclusive environment within ADRP and help build the capacity for your fellow ADRP members to foster such an environment within their own workplaces
 - The Nominations Committee to ensure that DEI considerations are an essential part of the nominations process for core ADRP volunteer roles
 - the Research Committee to highlight DEI research specifically within philanthropy and donor relations for ADRP members
 - The International and Regional Conference Committees to ensure that DEI priorities are an essential and integrated part of the planning process, from speakers to vendors

Time commitment

The DEI committee meets throughout the year as needed, typically once a month to six weeks or more frequently if projects demand. To gain the most from this volunteer experience, members ideally would commit to two years. If you wish or need to end your volunteer term before you complete your two-year commitment, we ask that you notify your committee's chair and the Volunteer and Member Experience Committee at least one month before you will need to step away from your role. Chair and chair-elect should also notify the committee's board liaison.

Committee structure

The co-chairs schedule and run the DEI Committee meetings, providing detailed rundowns of each meeting afterward. The co-chairs also call for volunteers from the committee to serve as DEI liaisons with other committees, such as the International Conference Committee and Nominations Committee. Each member is encouraged to propose ideas and topics for discussion and/or projects to address the needs of ADRP as an organization.

Goals and strategies

The DEI Committee's goals for the next two years include expanding committee membership and representation within ADRP, reviewing and editing ADRP foundational documents to more intentionally center DEI, and continuing to partner with other ADRP Volunteer Committees to continue engaging with DEI across the organization.

Recent initiatives the Committee has championed and succeeded in implementing include: re-envisioning and managing ADRP's Blair Scholarship process, a revision of the member registration form, partnering with the Research and Webinar Committees to produce material for the Hub and annual webinars, and liaising with the Board Nominations and International Conference Committees to incorporate DEI concepts and needs into the selection of board candidates and conference speakers and topics.

Will you join us?

ADRP views DEI through a wide lens that includes not only demographic information, but also regional and international representation, sizes and types of organizations in our membership, and job postings, among other areas.

Diversity, equity, and inclusion are ingrained in ADRP's mission, vision, and values. Diversity improves our collective knowledge and enhances our experiences, being equitable to our fellow humans and including them in our world. In service to our profession, this committee seeks to enable practitioners to improve their donor relations efforts by keeping ADRP members up to date on DEI issues and practice.

Participating in this committee will give you the opportunity to

- Hone the skills to help not only your ADRP colleagues but also your professional colleagues and others in your life to show up each day without fear of being their true selves by helping them feel safe, respected, and connected

- Gain meaningful experience in the DEI space, a skill set sought out by more employers every day as increasing numbers of organizations embrace the importance, value, and need for their team members to have and grow these skills
- Help ADRP reach a wider audience of potential members across sectors, backgrounds, and nationalities
- Be a leading voice in championing the integration of DEI into all aspects of ADRP activities and resources
- Have extensive networking opportunities with colleagues in donor relations not only in the United States but increasingly, around the world as ADRP's membership continues to diversify

Your skillset—you must

- Be a current ADRP member
- Have or are committed to gaining extensive knowledge of ADRP's codes of conduct, business, and operational practice