

Position Description: Diversity, Equity, Inclusion, & Access Chair



Description:

This resource provides an overview of the roles and responsibilities of a chapter's Diversity, Equity, Inclusion, and Access Chair. This position is responsible for ensuring the Chapter's culture fosters an environment of inclusivity and acceptance of all brothers, and develops and maintains an environment that is accessible to all backgrounds and identities. All brothers need to feel valued and affirmed and, with the assistance from this position, the chapter should allow opportunities (training, workshops, discussions, etc.) to show those values by exploring our differences.

Goals:

- To identify the roles & responsibilities of the Diversity, Equity, Inclusion, & Access Chair
- To clarify what the International organization expects from chapter members serving in these positions

Competencies Addressed:

- Organizational Leadership
- Diversity, Equity, Inclusion, & Access
- Morality

Diversity, Equity, Inclusion, & Access Chair

Position Description

1. Be a champion for the DKE approach toward building diversity, equity, inclusion, and access and encourage brothers to reflect on those topics.
2. Develop and support chapter activities that build deep, lasting relationships
3. To work collaboratively with the Recruitment Chair to create a recruitment process that is inclusive and accessible to all students at the host institution.
4. To work to support all new members in the member education and development processes.
5. To work with Brother Mu and the Chapter's Judicial Board regarding any incidents involving, for example, racism, sexism, homophobia, and/or other discriminatory behavior.
6. To organize and facilitate internal chapter discussions in a manner that encourages self-reflection and greater awareness.
7. Be a resource to other chapter officers in building an inclusive environment as part of their duties and responsibilities.
8. Facilitate external speakers to increase the exposure of the members to various components of DEIA.
9. Evaluate and assess chapter policies to improve diversity, equity, inclusion, and access.
10. To work collaboratively to ensure that DEIA is reflected in the chapter's strategic plan and goals.
11. Identify learning opportunities for members and officers to improve knowledge and behavior that strengthens the chapter's ability to be diverse, equitable, inclusive, and accessible.

