



Inclusion, Access, Equity, and Diversity Committee Charter

I. PURPOSE

The Inclusion, Access, Equity, and Diversity Committee (the “IAED Committee”) is an important component of the Family, Career and Community Leaders of America, Inc. (“FCCLA”) Board of Directors leadership. The mission of the IAED Committee is to promote diversity and inclusion within all aspects of the FCCLA leadership and experience.

The IAED Committee’s objectives include, but are not limited to, the following:

- Define inclusion, access, equity, and diversity for FCCLA and its membership;
- Identify and support removal of bias and discrimination in the organization;
- Advise the FCCLA Board, officers, and staff with respect to raising awareness of inclusion, access, equity, and diversity in FCCLA;
- Assist in the development of inclusion, access, equity, and diversity topics and related items of discussion for FCCLA programs, including, but not limited to, conferences, publications, and trainings;
- Develop strategies to better diversify FCCLA staff, stakeholders and suppliers;
- Conduct baseline research among members and stakeholders to determine the diversity “current state” of the organization;
- Provide advice to the FCCLA Board of Directors and National Staff to assist in addressing complaints and/or concerns that arise internally and/or externally; and
- Assist in helping FCCLA to build opportunities for all FCCLA leaders and members to include opportunities that foster greater inclusion, access, equity, and diversity.

II. COMPOSITION

Subject to such oversight and review the Board of Directors may choose to exercise, the Board Chair shall annually appoint the Committee Chairperson(s) of the IAED Committee and members for the committee from among FCCLA Board Members, National Officers, Board Alumni, and/or FCCLA leaders and members. The IAED Committee will include the FCCLA Executive Director and staff appointed by the FCCLA Executive Director and agreed upon by the Committee Chair. Committee Members will include members who have expertise and are willing to volunteer the necessary time and effort to contribute to the IAED Committee. Member’s rotation schedules will be addressed annually.

The Chairperson(s) of the IAED Committee shall have the following responsibilities:

- (1) Preside over the IAED Committee meetings;
- (2) Coordinate the preparation of the IAED Committee meeting agendas;
- (3) Work through FCCLA Executive Director to set IAED Committee meeting schedules;
- (4) Assign periodic projects to members of the IAED Committee; and
- (5) Provide updates and relevant information from the FCCLA Board meetings to the FCCLA IAED Committee regarding initiatives, strategic direction, etc.

III. MEETINGS

The IAED Committee shall meet monthly or more frequently as circumstances dictate. Special meetings may also be called by the Chairperson(s) of the Committee.

The purpose of Family, Career and Community Leaders of America, Inc. (FCCLA) is to provide a career and technical student organization experience for all Family and Consumer Sciences (FCS) students and educators. We seek to build opportunities for all FCS students and educators to be leaders in their families, careers, and communities as they prepare and successfully engage in career preparation. In all programs conducted by FCCLA, the dignity and worth of all human beings will be recognized. Such recognition shall be extended regardless of a person's economic status, race, ethnic background, culture, religion, gender, sexual orientation, age or mental, physical or linguistic ability.

FCCLA, its board, staff, and leadership understand that we must deepen our commitment and resolve to include the voices and experiences of our Black, Brown, First Americans, and People of Color members. It is imperative to embrace a world where Black, Brown, First Americans, and People of Color lives are respected, included, and celebrated. We can only do this by developing and implementing diverse, equal and inclusive programming and giving full voice to our Black, Brown, First Americans, and People of Color students and educators.

The FCCLA Board, Staff and Leadership pledge to:

- Continue to work on Board and leadership development related to diversity, equity, and inclusion
- Examine and reevaluate policies and practices at all levels of the organization, including governance, programming, fundraising, communications, recruitment and operations, and member engagement through a lens of diversity, equity, and inclusion
- Highlight voices and perspectives of Black, Brown, First Americans, and People of Color at the annual conference and throughout organizational activities
- Celebrate and engage the First Americans of the United States as an organization through inclusion at the annual conference as invited speakers and in breakout sessions and hosted events
- Recognize, evolve, and create affirming mental health, public health, social work, and other fields central to strong and thriving Black, Brown, First Americans, and People of Color families. Listen to and engage with Black, Brown, First Americans, and People of Color students and educators to respond to their needs
- Continue to engage with members and the public with live stream events to increase access to activities and to respond to concerns of marginalized communities in real-time
- Amplify the voices of Black, Brown, First Americans, and People of Color students engaged with career preparation and youth leadership opportunities
- Continue to improve FCCLA programmatic efforts to specifically address diversity, access, inclusivity, and equity
- Discuss and encourage initiatives specific to the culture and beliefs of Black, Brown, First Americans, and People of Color students and advisers
- Recognize the ways that intersecting marginalized identities may impact Black, Brown, First Americans, and People of Color and to engage them across programmatic and education efforts, including marginalized career and leadership preparation and roles in all parts of the organization

This is your FCCLA. The Board, leadership, and staff pledge to remain transparent in our ongoing efforts to create fair, equitable, and inclusive outcomes for FCCLA, the Family and Consumer Sciences Career and Technical Student Organization.