

2. Board Diversity Committee

- A. **Purpose:** The Board Diversity Committee plays a key role in supporting the board's commitment to ensuring a broad range of involvement and representation by CSHA's diverse audiences. CSHA believes that each individual is unique and recognizes our individual differences along the dimensions of race, ethnicity, gender, gender expression, sexual orientation, socio-economic status, age, physical abilities, education, training, experience, religious beliefs, political beliefs or other ideologies. As a result, CSHA seeks to foster diversity in member, volunteer and leader recruitment, development, opportunities for engagement and decision-making. Committee activities may include:
- i. Actively promoting the value of diversity and inclusion in the association, supporting consistent, inclusionary member recruitment, engagement and development practices.
 - ii. Maximizing opportunities for individuals to contribute to the organization's priority impacts by actively fostering a diverse body of volunteer participants in appointments to committees, special projects, decision-making activities and leadership roles.
 - iii. Identifying and eliminating arbitrary barriers to participation by all stakeholders.
 - iv. Fostering and modeling cultural competence, including knowledge of cultural practices and differences that demonstrates individual and group accountability to diversity among the stakeholders.
 - v. Ensuring that diversity and inclusion initiatives are integrated through the organization's governance, policies and strategies, and continuously evaluating and communicating results.
- B. **Leadership:** The incoming CSHA board chair appoints a committee chair to serve a one-year term that coincides with the incoming CSHA board chair's term as chair.
- C. **Committee makeup and terms:** The committee is comprised of the chair and four (4) members. Two committee members are appointed each year by the incoming CSHA board chair and approved by the board. Committee members serve a two-year term.
- D. **Staff:** The committee is staffed by the CEO and/or their designee.
- E. **Meetings:** The committee meets (via telecommunications) at least quarterly to conduct its business. It may also meet between regular board meetings as necessary to address urgent issues. The committee may meet in person at the annual convention.
- F. **Authority:** The committee may incur costs only as provided for the committee in the board-approved budget. The committee has no management authority except for that specifically delegated to it in the bylaws or board policies.