



## Diversity, Equity, and Inclusion (DEI) Task Force

**Committee Description:** The DEI Task Force is overseeing a systematic audit of both existing and new ACS processes, procedures, and programs across all committees, events, initiatives, and communications. From this audit, the Task Force will make an initial series of multi-pronged recommendations with the purpose of increasing the visibility and representation of cheese workers from marginalized communities throughout all levels of ACS.

The task force consists of Co-Chairs and Task Force members totaling no more than seven (7). However, we are expanding upon larger peer groups to be utilized for focus groups, sounding boards, and more.

### Roles & Responsibilities:

- **What does the committee work on?** Our initial Task has been an organization-wide audit of all aspects and functions of ACS to identify inequities and systemic misalignments with ACS's Strategic Plan regarding DEI. With an initial survey report, we are utilizing insights to make official recommendations to the Board of Directors for various changes across the organization.
  - Moving forward, we are looking into additional work including Member listening sessions, trainings, webinars, and more.
  - We are also planning for what the future of the DEI Task Force looks like as it becomes more apparent the need for organization-wide incorporation of our work.
- **Is any travel required?** All meetings and work may be conducted virtually, but it is highly recommended all Task Force Members attend Conference.

### Time Commitment:

- **What months are busiest?** As our work is ongoing, it is dependent upon projects. We will generally be busy in the months leading up to Conference as communication with Conference Planning, Education, and other committees is key for proper representation.
- **How many hours are generally expected of a committee member each month?** Currently, we estimate an average 4 to 8 hours per month.
- **How long are members expected to participate on the committee?** For continuity and succession planning, we ask for three years or longer commitment.

### Desired Skills:

- **Are there any skills that are required?** The DEI task force is open to both ACS members and non-members who fit the following criteria:
  - Have worked in the cheese industry for 2 or more years.
  - Have previously attended or interacted with ACS events or programs or served as a volunteer on a committee.
  - Identify as BIPOC and/or a member of a marginalized group.
  - Interested in making ACS and the greater artisan cheese industry, more accessible, diverse, and equitable for all.
  - Able to dedicate 1-2 hours a week to this work.

### Current Meeting Schedule:

- The DEI Task Force meets at least once a month, day and time dependent upon availability of Members. Meetings will increase in frequency with Conference planning work and as other projects arise such as ACS Member listening circles, trainings, webinars, etc.

Interested in joining a committee? Email us at [info@cheesesociety.org](mailto:info@cheesesociety.org)

