



Culture and Belonging Advisory Group

Committee Description: The Culture and Belonging Advisory Group will serve in an advisory capacity in advancing a culture of equity, diversity, inclusion, justice, and belonging to the ACS Board of Directors by helping to identify opportunities, assess initiatives, and recommend practices that align with culture and belonging as its mission and strategic plan.

Roles & Responsibilities:

- **What does the committee work on?**
 - Offer recommendations to the Board on policies, programs, and priorities that foster a more equitable and inclusive cheese community and industry.
 - Advise on the execution and continuity of initiatives identified through prior recommendations, strategic planning, including C&B audits.
 - Highlight systemic, structural, or cultural barriers within ACS and as a leader within the broader industry and propose actionable strategies to address them.
 - Advise on governance, membership growth and engagement, communications, events, education, and partnerships to ensure accessibility, representation, and accountability of policies and/or procedures within the organization.
 - Support the development of C&B key performance indicators (KPIs) as defined by the Board of Directors including periodic audits, and member feedback mechanisms to track progress and inform continuous improvement.
 - Represent and promote ACS's commitment to a culture of equity, diversity, inclusion, justice, and belonging within the cheese community and allied industries.
- **Is any travel required?** All meetings and work may be conducted virtually, but it is highly recommended all Advisory Group Members attend Conference.

Time Commitment:

- **What months are busiest?** From April leading up to the annual conference dependent on projects and cross-committee collaboration.
- **How many hours are generally expected of a committee member each month?** 1 to 2 hours per month.
- **How long are members expected to participate on the committee?** We ask that members serve a three year term.

Desired Skills:

- **Are there any skills that are required?**
 - Identify as BIPOC and/or a member of a historically marginalized group.
 - A commitment to foster a culture of equity, diversity, inclusion, justice, and belonging.
 - Familiarity or willingness to become familiar with video call apps such as Zoom, Google Meet, etc.
 - Open to anyone across the cheese industry and related industries.

Current Meeting Schedule:

- One meeting per month. May increase in frequency leading up to annual conference and projects undertaken.

Interested in joining a committee? Email us at info@cheesesociety.org

