



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

**Committee Description:** The DEI Task Force will carry out 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 currently consists of 3 people acting together as Co-Chairpersons of the Task Force: one ACS Board member, one ACEF Board member, and one ACS Staff member. We are looking to fill 2-4 more seats.

### Roles & Responsibilities:

- **What does the committee work on?** Our initial primary focus is an organization-wide audit of all aspects and functions of ACS to identify inequities and systemic misalignments with ACS's Strategic Plan regarding DEI.
- **Is any travel required?** Not currently. All meetings and work may be conducted virtually at this time.

### Time Commitment:

- **What months are busiest?** TBD. This is a new Task Force.
- **How many hours are generally expected of a committee member each month?** Currently, we estimate between 4 and 8 hours per month.
- **How long are members expected to participate on the committee?** For the duration of the audits, likely longer as ensuing projects develop.

### 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:

- As the Task Force is newly established and still recruiting, regular meeting schedules have yet to be developed. New members will have a voice in establishing our Calendar, Critical Path, etc.