



DIVERSITY, EQUITY, INCLUSION & BELONGING (DEIB) ADVISORY COMMITTEE CHARTER

Committee Purpose

The DEIB Advisory Committee ensures that DEIB practices are fostered throughout ACMP. The committee provides advice and best practices to the organization, with a strong focus on ACMP committees.

Committee Description

The DEIB Advisory Committee assists ACMP in activating DEIB as an integral part of effective change management through all ACMP committees. Members of the committee serve as DEIB Advisory Liaisons within ACMP committees and meet together to share best practices and challenges. Together, the committee aligns on lessons learned and strategies that will benefit ACMP committees, ensuring DEIB is integrated within the association

Committee Deliverables

- Embed DEIB ambassadors into all ACMP volunteer committees, to ensure committee alignment to ACMP's DEIB Statement.
- Share & discuss best practices and challenges in working with committees to embed the DEIB Statement.
- Document Lessons Learned & Best Practices to be shared with all committees.
- Provide input to Ethics Review Committee if DEIB issues are raised and the committee seeks advice.
- Provide advice to staff and board members on fostering DEIB practices within the organization, as needed.
- Meet a minimum of three times annually as a committee to ensure all committees are aligned to ACMP's DEIB Statement.

This committee will intentionally apply ACMP's DEIB Statement in the execution of all committee objectives and activities

Committee Composition

- One DEIB Advisory Liaison from each active ACMP committee
- DEIB Ambassador Committee Chair – Prepare and lead annual kickoff meeting, mid-year check-in, and end of fiscal year lessons learned meetings. Prepare and provide summaries to the Advocacy & Thought Leadership Committee and CEO (for sharing with staff liaison, if needed). The Chair would serve here as an impartial voice.
- Staff Liaison to support the chair and/or co-chair leading the committee in achieving the charter deliverables

- Committee members must be a member of the Association throughout their committee membership
- Membership of the committee shall reflect the diversity of the association in terms of professional discipline, global representation, and other characteristics. In addition, ACMP certified members will receive preference in selection for committee participation, but selection will not exclude members who are not certified by ACMP.

Committee Member Time Commitment

- Three DEIB Advisory Committee meetings per year, in addition to the required meetings of the committee to which they are embedded.
- One year term and may be renewed if individuals are interested in continuing to serve.
- Other ad hoc meetings, as necessary, if advice is requested

Strategic Alignment

SO4 – Foster Diversity, Equity & Inclusion: ACMP fosters diversity, equity, inclusion and belonging in its programs, services, and volunteer opportunities.

Revision History				
Category, Tier, Version #	Revision Date	Description of Changes	Approved By	Approval Date
CTE, 1, 1.0	4/15/2026	New Committee	Board of Directors	28 May 2026