



Request for Expressions of Interest President's Council on Diversity

1. INTRODUCTION

The Appraisal Institute of Canada (AIC) is dedicated to providing an atmosphere free of barriers in order to promote equity and diversity. We celebrate and welcome the diversity of all members, volunteers, employees, and stakeholders. It is the policy of the AIC to foster an environment that respects people's dignity, ideas, and beliefs thereby ensuring equity and diversity throughout the organization as well as the profession at large. We demonstrate our commitment to this by providing a supportive environment and a corporate culture that welcomes and encourages equal opportunities for all members, volunteers, and employees.

2. MANDATE

The President's Council on Diversity will assist the Board in fulfilling its oversight responsibilities by reviewing and making recommendations to the Board regarding:

- Identifying barriers to participation and proposing solutions to enhance the participation of under-represented groups in the full spectrum of AIC volunteer opportunities; and
- Supporting AIC's efforts to promote membership and volunteerism to individuals from all demographic groups with a focus on those groups where under-representation is an issue.

3. GOALS AND OBJECTIVES

It will be the Council's responsibility to:

- Advise AIC volunteer leadership and staff on issues that are specific to diversity;
- Promote and champion transparency and accountability in the volunteer recruitment and development activities of the Institute;
- Review, as necessary, information to be posted to the membership and / or stakeholders including call for volunteers; and
- (From time to time) assume such other responsibilities as may be delegated by the Board.

4. COMPOSITION & TERM

Members of the Council will include no less than 8 and no more than 12 individuals.

Council members may include designated members, candidates, and student members.

The Chair of the Council will be appointed by the President.



The term of the Council will extend until such time as determined by the Board.

5. MEETINGS

The Council will meet no less than quarterly and these meetings will be held by virtual means.

6. THE OPPORTUNITY

AIC is seeking expressions of interest to identify 8 to 12 individuals to sit on the President's Council on Diversity to help it fulfill the Mandate, Goals, and Objective as noted above.

7. SUBMISSION REQUIREMENTS

a. GENERAL

Maximum one (1) page introductory letter outlining your interest in sitting on the Council and what makes you suitable for the opportunity.

b. RELEVANT EXPERIENCE

A listing and description of relevant personal, work, or volunteer experience.

c. REFERENCES

A minimum of three (3) references for relevant work or volunteer experience.

**PLEASE SUBMIT YOUR EXPRESSION OF INTEREST VIA EMAIL TO
BOARD@AICANADA.CA NO LATER THAN DECEMBER 18, 2020.**