

Alumni Class Diversity, Equity and Inclusion Officer(s)

The Class Diversity, Equity, and Inclusion (DEI) Officer(s) are elected by their class to serve a five (5) year term. Their primary role is to assist their fellow class leaders in considering issues of diversity, equity, and inclusion in all Class Leadership Committee decisions that impact the Class: from recruiting and representation within class leadership to planning events and Reunions. The Diversity, Equity, and Inclusion Chair(s) foster a mindset of diversity, equity, and inclusion across class leadership. They work in conjunction with all class leaders, particularly with the Activities and Reunion Chairs and/or Committees, to ensure that class engagement initiatives appeal to a diverse audience, creating and fostering an open and inclusive environment within class leadership and at class events, and ensuring diverse perspectives and voices are represented in all planning and communications.

The responsibilities of the Class DEI Officers may vary from class to class, but the DEI Officer typically:

- Works toward establishing a shared DEI responsibility mindset on the Class Leadership Committee. While there is no perfect approach, it is important that the DEI Officer first engages with all Class Officers in a commitment to foster a mindset of diversity, equity, and inclusion across class leadership.
- Promotes the importance of DEI goals among Class Officers and guides their establishment. DEI goals should be openly discussed, agreed upon and incorporated into all decision-making. For example, just as the Class Leadership Committee would consider whether an event is being done in a fiscally responsible manner, so too would the committee consider whether an event is being done in a responsible manner from a DEI perspective.
- Actively engages as a key participant on all initiatives, even initiatives where there aren't any specific "DEI considerations." DEI objectives at the committee level are best fostered by the "full interest in being included" leadership example of the DEI officer.
- Coordinates with the Leadership Committee to ensure that Reunion, activities, and communications appeal, and are accessible, to a broad range of classmates.
- Collaborates with Class Treasurer to ensure the level of dues is reasonable and allows for participation at all financial levels.
- Participates in training offered by Brown.
- Promotes and attends Reunion as well as other class "wrap-around" events.
- Supports the Class President in recruiting the Class Nominations Committee, which is responsible for recruiting and choosing the new class leadership team.
- At the conclusion of their term, transfers all records to their successor and send any pertinent information to the Brown Alumni Relations team.

Note:

It would NOT be best practice for the DEI Officer to solely shoulder the responsibility for all DEI objectives. The importance of DEI goals should be openly discussed and agreed upon. DEI objectives at the committee level are best fostered by the “full interest in being included” leadership example of the DEI officer. In addition to fostering the appropriate DEI perspectives on the Class Leadership Committee, one of the best ways to establish diversity, equity, and inclusion in class initiatives is to broadcast that desire to the full class. Everyone will not be able to participate in every event. But it is important that everyone grows to understand that their participation is valued and their suggestions for improvement are welcome. Having classmates just knowing about the importance being placed on DEI objectives can often improve the results of a particular event and build the groundwork for future events. For example, in communicating the purpose of class dues, the DEI Officer should work with the Communications Officer to make it clear that the Class Treasury is used to keep event prices down and offer subsidies to classmates who might not otherwise be able to participate.

Time commitment

This will vary depending on the activities of the class, but in non-reunion years the time commitment could be 1-2 hours per month.

In reunion years, the commitment could be closer to 4-6 hours per month, increasing closer to the reunion.

A Quote from One DEI Officer:

“Every member of my class counts toward our diversity objective because everyone is different. Our goal is to have everyone appreciate that their individual participation is equally valued as much as every other classmate. No one group or individual is more appreciated than another. Once that foundation is established, that’s when all the fun starts!”