

Diversity in the AAC includes but is not limited to:

- Age
- English language learners
- Ethnicity
- Religious preference
- Nationality
- Veteran Status
- Nationality
- Physical, cognitive, and emotional disabilities
- Gender/Gender identity
- Sexual orientation
- Socioeconomic status

Diverse adoptees may or may not have the same experiences as white adoptees from and adopted in the United States. ***The key to attracting a more diverse membership is learning the needs of the community and providing a place of understanding and support.***

Prerequisites

The diversity chair shall possess the following qualifications:

- A commitment to the mission of AAC
- A background of working in and an understanding of inclusion for diverse populations
- Ability to communicate effectively with members and non-members of AAC
- Be proficient in writing articles for the Beacon and other national publications which recognize and acknowledge our diversity
- Be proficient in public speaking and workshop presentations to highlight and acknowledge our diversity throughout the country
- Be proficient in promoting diversity through social media
- The diversity chair shall be an AAC member in good standing and a member of the Board of Directors
- The diversity chair is appointed by the President, approved by the Board, is vetted with a background check and reports to the President
- Ability to commit at least 10-20 hours per week depending on current projects

Responsibilities

- The diversity chair shall work directly with all members of the Board as projects require
- The diversity chair shall recognize and acknowledge diversity in articles in the Beacon and other national publications
- The diversity chair shall represent the AAC as a speaker and presenter at appropriate national conferences
- The diversity chair shall develop videos and blogs on diversity for use by board members and on the AAC website

Term of Service

The term of service is appointed by the President, approved by the board and serves at the pleasure of the President in keeping with the By-Laws of AAC. The term of service is 3 years.