

Guideline to Promote Diversity in FOCIS Leadership and Governance

Summary: The guideline aims to formalize the current informal, alternating male/female presidential track and expand it to include a representation that reflects the characteristics of the FOCIS membership on board and committee service.

Vision: To achieve parity with the characteristics of FOCIS membership in the leadership and governance of FOCIS.

Goal: The FOCIS leadership, which includes the President, Officers, Board Directors, Steering Committee, and Nominating Committee, will strive to create a diverse candidate pipeline and enlist qualified women and other demographics, including regional representation, to assume board and committee roles in each electoral and/or committee appointment cycle.

Method: Strive for representation that reflects the characteristics of the FOCIS membership in service on the Board of Directors and committees can be achieved by:

- Employing active and intentional actions to enlist women and other demographics and promote regional representation in leadership roles
- Strengthening policies, procedures, processes, and systems to ensure transparent and bias-free recruitment, selection, election, and succession planning, with decision-making premised on individuals' qualifications, experience, and contributions to FOCIS and immunology
- Focusing on diversity during the recruitment and nomination process, creating a diverse candidate pipeline
- Training on diversity and inclusion
- Tracking, measuring, and holding the organization accountable for diversity and inclusion efforts

Strategies:

- Alternate male/female Board Presidents each electoral cycle and strive for additional regional and other diversity from underrepresented groups
- Strive to alternate male/female appointments for other officers, board, and committee chair and member positions in each electoral cycle and strive for additional regional and other diversity that reflects the characteristics of the FOCIS membership

Outcomes:

- Advance women, underrepresented groups, and regional representation in the leadership and governance of FOCIS
- Promote equality of gender and other underrepresented groups in the organization and ensure women leaders and leaders from other underrepresented groups are recognized, supported, and promoted within FOCIS
- Strengthen gender balance, regional representation, and diversity in the organization by reviewing policies, processes, and systems

These guidelines are not intended to be prescriptive but instead to be aspirational.