



## Equity Committee Profile

### ILCA® VALUES

- Knowledge We believe knowledge guides our practice, strengthens our value, and supports our role in transforming world health.
- Diversity We foster an inclusive environment that supports leadership, advocacy, professional development, and research.
- Equity We support global access to skilled lactation care and the IBCLC® profession.

### ILCA VISION

World health transformed through breastfeeding and skilled lactation care.

### ILCA MISSION

Advance the profession of the International Board Certified Lactation Consultant® (IBCLC®) worldwide through leadership, advocacy, professional development, and research.

### STATEMENT OF WORK

Ensure that every aspect of ILCA is culturally inclusive and welcoming to all members.

### COMMITTEE STRUCTURE

The committee will consist of a Chair, an Executive Team, and additional team members as determined by the Executive Team to fulfill diversity responsibilities.

The Board Liaisons will designate the Chair of the committee. In turn, the Chair in coordination with the Board Liaisons will designate the members of the Executive Team. The Chair will designate one Executive Team member as Secretary.

The Executive Team will consist of 5 voting members, ideally from geographically distributed regions.

Equity Committee Teams will be designated by the Executive Team. These may include, but are not limited to: Translations Team, Equity in Education Team, Equity in Marketing and Social Media Team, Barriers in the Profession Team, and Equity within ILCA Team.

Non-members, with special expertise in the subject matter, may be invited to serve as consultants as needed.

One member from the Equity Committees will serve as a member of the Conference Program Task Force.

## **COMMITTEE SUPPORT STRUCTURE**

The ILCA Board of Directors will appoint two Board Liaisons to provide interface between the Committee and the Board. The ILCA Executive Director will serve as strategic advisor to the committee. One ILCA staff member will be assigned as Staff Liaison, and one additional staff member will serve as Administrative Liaison.

Committee organizational chart is at the end of this document.

## **RESPONSIBILITIES**

Executive Team will:

- serve as point of contact for all equity activities;
- develop a committee report, in collaboration with board liaisons, prior to each in-person ILCA BOD meeting (March, July, and November);
- take minutes during meetings and submit them to administrative liaison in a timely manner;
- create an annual budget, in collaboration with the Operations Manager, to be approved by the ILCA BOD; and
- alert the ILCA BOD to the need for changes to the approved budget

Equity in Education Team will:

- work with staff, Professional Development Committee, and Conference Program Task Force to create culturally appropriate, diversified educational delivery channels

Barriers in the Profession Team will

- identify barriers to becoming an IBCLC stemming from inequitable circumstances and strive to ameliorate those barriers for individuals by developing and executing solutions

Equity within ILCA Team will:

- monitor current organizational processes at ILCA, identify inequities, and strive to implement change to remove these inequities
- monitor and advise ILCA's Marketing Team to ensure that their work in marketing and social media is both equitable and culturally sensitive

## **MEMBERSHIP CRITERIA**

- Current ILCA member
- Familiar with cultural competency

## **COMMITTEE TERMS & MEETINGS**

Committee members will serve a three-year term. The committee will meet at least monthly in person or through digital media.



# Equity Committee

