Diversity, Equity, and Inclusion Committee
Statement of Purpose, Composition, and Selection

Purpose

The purpose of the Diversity, Equity, and Inclusion Council (DEIC) is to advance ILTA’s core value to “foster diversity, equity, and inclusion throughout the ILTA community.” To achieve this, the DEIC will:

1. design, deliver, and analyze the results of a Diversity, Equity, and Inclusion (DEI) Climate Survey that measures the perception of ILTA’s Member, Business Partner, and broader legal technology community regarding ILTA’s diversity and inclusivity every two years;

2. apply the results of the Climate Surveys as well as other metrics, including focus group and individual interviews as needed and both solicited and unsolicited feedback, to measure and report on ILTA’s progress in advancing DEI;

3. liaise with the other ILTA volunteer groups responsible for programming to ensure DEI is infused into the planning, development, delivery, and content of ILTA educational events, publications, webinars, podcasts, and other media;

4. partner with the senior ILTA professional staff person responsible for DEI on DEI initiatives relating to ILTA’s professional staff;

5. develop and deliver its own DEI content for the ILTA community when and as appropriate;

6. create and maintain a resource of materials and commentary on and space for sharing ideas about DEI on ILTA’s website; and

7. initiate and deliver special projects designed to advance ILTA’s DEI and ensure that ILTA presents a welcoming environment for the entire ILTA community.

Composition

The DEIC will be composed of the following:

- Chair. The Chair will serve in the role for one year; the first DEIC Chair will be the incumbent Chair of the Diversity, Equity, and Inclusion Task Force (DEITF) who will serve as DEIC Chair for one year, then be replaced by the first elected Co-Chair.

- Co-Chair. The Co-Chair will be elected annually by a majority vote of the DEIC members and will serve in the role for one year, then move into the role of Chair to replace the outgoing Chair.

- Council Members. Seven volunteers, who may be from Member Entities, Business Partners, ILTA professional staff, Associate Members, and Industry Participants, will be selected to serve for two years, with an option to reapply for up to three consecutive terms including any time spent as Chair or Co-chair; the members of the DEITF will serve as the initial DEIC Council Members, supplemented by additional volunteers if and as needed to reach seven following the selection process outlined below.
Ex Officio Members. One or both of ILTA’s CEO and the senior ILTA professional staff person responsible for DEI and at least one Board Member Liaison will sit on the DEIC in an ex officio capacity.

**ILTA Professional Support**

One ILTA professional will support the DEIC; ILTA’s Leadership Team will assign the professional.

**Selection**

Interested volunteers will indicate their interest by completing a volunteer application, with some but not all applicants being interviewed and some of those interviewed being selected for the DEIC in a process and based on criteria to be determined by the Volunteer Leadership Task Force (VLTF). In keeping with DEIC’s mission, the process and criteria will incorporate the goal of empanelling and maintaining diverse composition on the DEIC, ideally that reflects the groups that ILTA identifies as priorities.