

APDT 2023 Diversity, Equity and Inclusion Team

Operational Alignment: Identifying areas that require improvement to become a welcoming organization to individuals of all ethnicities, backgrounds, cultures, etc.

Mission: To ensure that APDT is a diverse and inclusive organization for all individuals to equally participate, be valued and respected.

Purpose (Role):

1. To survey the membership on their personal experiences regarding diversity and inclusion in the dog training industry.
2. To develop programs to actively recruit trainers of diverse backgrounds into membership, along with volunteer, leadership and speaking opportunities.
3. To create awareness that APDT is an open and welcoming organization to trainers of all backgrounds.
4. To investigate training opportunities for APDT leadership and staff to learn about issues of diversity and inclusion.
5. To educate the APDT membership on initiatives and opportunities of addressing diversity and inclusion.
6. To investigate opportunities to partner with strategic alliances to expand APDT's efforts on diversity and inclusion.

Deliverables: Reporting to the Board any recommendations of actions that would support the mission of the team.

Prerequisite Experience: Background in addressing issues involving discrimination and exclusion. In addition, finding practical ways and programs to bring people of various backgrounds, ethnicities, cultures, and beliefs together in a welcoming and respectful environment.

Resources: The team will work with the following staff: APDT Executive Director. Communications will be via email and online community, with conferences via phone or Zoom as needed.

Authority/Limitations: Members of the team are not official representatives of the APDT and cannot represent the APDT on a local, national, or international level without the prior written permission from the Board.

Number of Members: 4-6 Members + Board Liaison + Executive Director

Co-Chairs: Dresden Graff & Melinda Trueblood-Stimpson

Board Liaison: Heather Mishefske

Method of Team Member Selection: The Board of Directors shall appoint the Chair to the team and will work with the Chair to appoint the at-large members to the team. Members of the team are required to sign the APDT confidentiality and conflict of interest forms.

Accountability: The Co-Chairs and team members are responsible to the Executive Director and the board of directors.

Frequency of Meetings: Conference calls will be held typically monthly and may become more frequent per the direction of the chair. Other work will be communicated electronically via email or through the online community.

Proposed Date: ASAP

Effective Date: January 1, 2023

Duration: 12 Months

Community Group: 2023 Diversity Equity and Inclusion Team