

A Success Profile identifies the kind of talent needed to achieve the business objectives and strategies. Given ASM's priorities, culture, and values, this success profile defines the kinds of individuals needed on the IDEAA Committee that will drive organizational success.

Strategic context

IDEAA is defined by the ASM Diversity, Equity, and Inclusion (DEI) Taskforce report, as inclusive diversity with equity, access, and accountability. This means that (i) everyone is welcomed and feels comfortable in the community, (ii) everyone has a voice in decision-making, (iii) everyone is aware of and has access to opportunities to advance throughout the profession, and (iv) everyone monitors progress and agrees to established measures of success. Ultimately, the goal of IDEAA is justice, meaning conditions under which everyone has, as a matter of course, access to everything they need to participate fully.

The IDEAA Committee guides the strategic direction of the Society on IDEAA/DEI issues, recommending to the Board the most optimal governance structure for IDEAA/DEI activities and helping coordinate activities across the organization at a strategic level.

The IDEAA Committee of the Board represents the organization's group in charge of developing the IDEAA strategy, coordination across the organization, and serves as the generative body to bring proposals to the Board of Directors, when necessary. This Committee of the Board also ensures accountability and the highest commitment to IDEAA.

Success Drivers

- **Visionary Leadership:** Vision, strategy, coordination across the organization, accountability, and role modeling. Help the BOD shape the Diversity, Equity & Inclusion (DEI) commitments and how to lead change. Develop IDEAA/DEI strategies aligned to organization, strategy, and talent priorities. Provide guidance to equip ASM to implement the IDEAA/DEI strategy.
- **Structural Inclusion:** Identify practices to uncover areas of bias and help build transparent, equitable processes. Accelerate the talent pipeline by attracting and recruiting diverse talent and uncovering hidden internal talent across all areas of ASM (members, volunteers, staff). Guide in creating agile and inclusive teams that harness diversity to meet today's and tomorrow's challenges.
- **Behavioral Inclusion:** Educate others to become more inclusive through learning experiences.
- **Drive Change:** Embed IDEAA/DEI in the organization's DNA through the use of tools, technology, processes, and structures (building a culture that values diversity & inclusion). Provide pragmatic and action-oriented guidance on how to create and sustain meaningful change. Develop a communication strategy that incorporates listening channels and feedback loops. Help facilitate dialogue and difficult conversations. Establish governance mechanisms to track and measure outcomes. Partner, collaborate and bring others along for the transformation to foster change.
- **Communicate and Inform:** Conduct a quantitative approach coupled with key messaging to help varying stakeholders understand critical impact areas for success and how to respond to enable effectiveness and sustainability.
- **Team Player:** Partake and encourage strong-identity teams that apply their diverse skills and perspectives to achieve common goals. Ability to provide direction and energize others **towards the achievement of shared goals by building clarity and enabling teams.**
- **Inclusive Leader:** An inclusive leader focuses primarily on the growth and well-being of people and the communities to which they support. In interacting with the diversity around them, inclusive leaders build interpersonal trust, take the views of others into account, and are adaptive. An inclusive leader requires openness to differences curiosity, and empathy. An inclusive leader shares authority and puts the needs of others first and helps people develop and perform as highly as possible. Utilizes constructive and collaborative approaches, modeling inclusive behaviors toward volunteer members and staff.

Experiences

The IDEAA committee member must have the following experience and background:

- Be an ASM member in "good standing" and demonstrate interest in ASM and its programs. Ability to make sensitive and persuasive written and oral reports. Ability to distill technical, detailed information into accessible, concise, and persuasive written reports. Ability to reach agreement, using evidence-based data, on a variety of complex, important issues.
- Effective leadership, diplomacy, communication, quantitative and qualitative analytical skills; demonstrated professional competency; and a solid commitment to the ASM mission to promote and advance the microbial sciences with equity, inclusion, and diversity.

Skills include:

- Demonstrated commitment to diversity, equity, and inclusion; understanding of social justice, the dynamics of power and privilege and social identities.
- Exceptional interpersonal skills. Dedicated to working collaboratively to help advance a diverse, equitable and inclusive culture, serving as a "thought partner" who possesses skills to make change happen.
- Proven skills and experience in IDEAA/DEI initiatives.
- Evidence of strategic and tactical thinking about diversity and inclusion and the ability to scale to achieve maximum impact.
- Relationship building and communications.
- Integrity.