



International Congress for School Effectiveness and Improvement

Terms of Reference:

Generational Renewal, Inclusion and Diversity (GRID) Committee

Name	Generational Renewal, Inclusion and Diversity (GRID) Advisory Committee
Role and Purpose	<p>GRID is an advisory, rather than decision making, body. It provides insight, advice, feedback, and perspective to Board activities and decision making through the lens of diversity, equity, inclusion, and generational renewal.</p> <p>The primary role and purpose of the GRID is to:</p> <ul style="list-style-type: none"> • Promote diversity and generational renewal in ICSEI in ways that support its mission and direction; serve as a conscience and compass for the organization’s work • Continuously monitor and update the ICSEI constitution, bylaws, and Congress Guidelines to ensure that the values laid out in the ICSEI Statement of Ethical Diversity are upheld and reflected therein: https://www.icsei.net/icsei-statement-on-ethical-diversity/
Objectives	<p>The ICSEI Board envisions the work of GRID to be both a set of activities and a mindset to be woven throughout the organization’s policies and practices.</p> <p>The objectives of GRID are to:</p> <ol style="list-style-type: none"> 1. Provide advice and insight to the Board by working in partnership with its standing committees (FRAG, SCRAM, C&KS, PLaN). Review issues of diversity and generational renewal in ICSEI and make recommendations to the ICSEI board that are strategically desirable, ethically supportable, practically feasible, and operationally deliverable. These issues and recommendations will apply to, but may not be limited to, the following: <ul style="list-style-type: none"> • Governance/ elections • Membership & recruitment • Event design/ speakers & speaker platform / sponsorship • Communications/ publications/ website design • Ongoing review of Ethical statement • Basic definitions of what constitutes improvement and effectiveness as a field 2. Organize GRID-specific session(s) at annual congress and other events.
Authority and Delegation	<p>As an advisory committee, GRID does not have formal authority to make governance or other substantive decisions on behalf of the organization. However, GRID has full Board delegated responsibility for:</p> <ul style="list-style-type: none"> • Overseeing the Ethical statement • Planning and organizing GRID-specific sessions at ICSEI conferences and events • Reviewing diversity and generational renewal issues and making recommendations to the Board

Reporting lines	The GRID chair reports to the Board of ICSEI
Membership	<p>Minimum 1 Board member In attendance: Executive Director Current number of members: 10 from 6 countries across 5 continents</p> <p>Current Committee Members responded to an open call through ICSEI (online and in Norway’s congress). Some members were contacted to ensure wider representation. Ongoing membership recruitment seeks out a representative from Asia.</p>
Secretariat	Executive Director
Terms of Office	<p>Chair: 1-2 year commitment of ICSEI Board member to serve as GRID chair, adjusted as needed based on ICSEI election cycle.</p> <p>Co-chair: For 2020 transition year, Trista Hollweck appointed. Starting in 2021, an ICSEI member not currently serving on the Board, elected for 2-year term by GRID members. Can be re-elected for up to 2 additional, consecutive terms.</p> <p>Members: serve 2-year term with annual option to renew. Available positions are filled through a combination of open call and targeted recruitment to ensure representation appropriate to achieve committee objectives.</p>
Quorum	GRID’s work is organized to support the activities and decisions of other Board committees. Because the committee is an advisory rather than decision making body, there are no Quorum requirements.
Meetings per year	<p>Minimum of two synchronous virtual meetings per year (with meeting notes provided after). Additional on-demand group meetings as needed.</p> <p>Subcommittees may be formed to carry out the committee’s work; subcommittees will meet as often as needed to accomplish their charge each year.</p>
Current membership (updated 15 April 2020)	<p>Chair: Danette Parsley; co-Chair: Trista Hollweck</p> <p>GRID is comprised largely, by design, of ICSEI members who do not currently serve on the ICSEI Board. Expanded committee membership is intended to strengthen representation and decision making for the organization.</p> <p>Members:</p> <ul style="list-style-type: none"> Adil Bentahar (Morocco) Nina Bremm (Germany) Michael Chechile (Canada) Jacob Easley (USA) Brenton Faubert (Canada) Venesser Fernandes (Australia) Trista Hollweck (Canada) Mei Kuin Lai (New Zealand) Mauricio Pino Yancovic (Chile) Andrea Stringer (Australia) Doris McWhorter (Canada)

These Terms of Reference were approved by the Board of ICSEI on 15 April 2020.

