



**International Congress for School Effectiveness and Improvement**

**Terms of Reference:**

**Generational Renewal, Inclusion and Diversity (GRID) Committee**

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| <b>Name</b>                     | <b>Generational Renewal, Inclusion and Diversity (GRID) Standing Committee</b>   |
| <b>Role and Purpose</b>         | <p>GRID 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 Committee is to:</p> <ul style="list-style-type: none"> <li>• 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</li> <li>• Continuously monitor and provide input on the organization’s guiding documents and processes (e.g., ICSEI constitution, bylaws, Congress Guidelines) to ensure that the values laid out in the ICSEI Statement of Ethical Diversity are upheld and reflected therein: <a href="https://www.icsei.net/icsei-statement-on-ethical-diversity/">https://www.icsei.net/icsei-statement-on-ethical-diversity/</a></li> <li>• Annually review and update, as needed, the Ethical Statement</li> </ul>  |
| <b>Objectives</b>               | <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"> <li>1. Provide advice and insight to the Board by working in partnership with its standing and ad hoc committees (FRAG, SCRAM, C&amp;KS, PLaN, congress organizing committee). 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"> <li>• Governance/ elections</li> <li>• Membership &amp; recruitment</li> <li>• Event design/ speakers &amp; speaker platform / sponsorship</li> <li>• Communications/ publications/ website design</li> <li>• Ongoing review of Ethical statement</li> <li>• Basic definitions of what constitutes improvement and effectiveness as a field</li> </ul> </li> <li>2. Organize GRID-specific session(s) at annual congress and other events.</li> </ol> |
| <b>Authority and Delegation</b> | <p>GRID does not have 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"> <li>• Annually reviewing and updating the Ethical statement, as needed</li> <li>• Planning and organizing GRID-specific sessions at ICSEI conferences and events</li> </ul>   |

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|                           | <ul style="list-style-type: none"> <li>Reviewing diversity, equity, inclusion and generational renewal issues and making recommendations to the Board</li> </ul>   |
| <b>Reporting lines</b>    | GRID is appointed by and reports to the Board of ICSEI   |
| <b>Membership</b>         | <p>Minimum 1 Board member<br/> In attendance: Executive Director</p> <p>The committee includes up to 10 non-Board members. The committee actively seeks diverse representation considering factors that include, but are not limited to, geography, culture, race/ethnicity, gender identity, age, religion, sexual orientation, physical ability, language, perspective, and lived experience.</p>  |
| <b>Secretariat</b>        | Executive Director   |
| <b>Terms of Office</b>    | <p>Chair and co-chair: 12 months from date of appointment, with option for annual renewal. When possible, minimum 2-year service commitment. Chair is a current board member appointed by the Board; co-chair is appointed from within the committee.</p> <p>Members: 2-year terms 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 membership objectives.</p>              |
| <b>Quorum</b>             | 4 members, including at least one Board member   |
| <b>Meetings per year</b>  | <p>Minimum of two synchronous virtual meetings per year (with meeting notes provided after). Additional on-demand group meetings as needed.</p> <p>Subcommittees are formed to carry out the committee's work; subcommittees will meet as often as needed to accomplish their charge each year.</p>  |
| <b>Current membership</b> | <p>Co-chairs: Mauricio Pino Yancovic and Karen Ramlackhan<br/> <i>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.</i></p> <p>Members:<br/> Ibrahim Alhouti<br/> Adil Bentahar<br/> Jacob Easley<br/> Venesser Fernandes<br/> Danette Parsley<br/> Rania Sawalhi<br/> Andrew Wambua<br/> Doris McWhorter, ICSEI Executive Director</p> |

These Terms of Reference were approved by the Board of ICSEI on 13 June 2023