

Diversity Committee Bylaws

Peace Corps Morocco

Article I: Overview

Mission

The mission of the Diversity Committee (DC) is to meet the diversity-related needs of volunteers, HCNs, and staff by promoting a culture of inclusion, awareness, and ally-ship within Peace Corps Morocco. This mission includes providing support through diversity-related resources, education, trainings, and an inclusive network of diverse volunteers and allies. We aspire to a Peace Corps Morocco community that is representative of the diversity within both the US and Morocco, and ensures that all members of the community feel their identities are recognized and respected.

Objective

Our objective is to tackle concerns related to diversity under a three-pronged approach of *advocacy/support, education, and acknowledgement*.

I. Acknowledgment

To acknowledge the existence of diverse volunteers in Morocco and the experiences they have while serving.

➤ **Objective**

Creating the opportunity for safe spaces.

II. Advocate/Support

To advocate for and support diverse volunteers by working to mobilize a network of key stakeholders to ensure volunteer concerns are addressed and appropriately acted upon.

➤ **Objective**

To take diversity concerns into account with site development and to ensure staff resources, language, and experiences used are inclusive of diversity

III. Education

To provide trainings, workshops, and resources to all participants involved under the umbrella of diversity whether that be volunteers, staff, or HCNS for the purpose of expanding their knowledge on the importance of diversity.

➤ **Objective**

To provide a lesson plan for youth development that is approachable and uses considerate language to educate on the topic of diversity.

Article II: Members

The committee is composed of currently serving volunteers and one staff members who will serve as a facilitator to Peace Corps Morocco. The positions of the committee are Chair, Staff Liaison, Trainings/Workshops, Scribe/Clerk, Resources, and Outreach.

I. Position Description

Chair: The Chair is in charge of delegating tasks and managing information as well as crisis control. In addition, their responsibility entails coordinating functions within the committee, mediating, and the creation of a calendar/timeline.

Staff Liaison: The Staff Liaison is in charge of working with PC staff to prepare DC involvement and LCF training. They also serve to connect with staff on having diversity included in orientation, site development, and initiating safety and security's involvement.

Trainings/Workshops: This positions entails identifying training topics, videos for host families, creation of safe spaces, preparation of LCF trainings, and brainstorming PST sessions. In addition, they seek out stats and data from the Resource Team.

Resources: The Resource position is in charge of consolidating resources on the Google Drive and the compilation of other related resources. More specifically, they provide, create, and develop tangible resources on diversity in the USA and Morocco. Furthermore, they are in charge of creating and maintaining the website. Their tasks may include conducting surveys, compiling a list of PCVs identities, mobilizing volunteers as resources, and publicizing safe spaces for volunteers. Furthermore, they create and maintain Social Media outlets.

II. New Membership

All Peace Corps volunteers currently serving in Morocco who have successfully completed In-Service Training are eligible to apply.

- a) Applications are to go out one month before the newest group's In-Service Training.
- b) The representatives from the current group are encouraged to evaluate the applications based on the following:
 - i. The application has an understanding of and/or interest in inclusion and diversity
 - ii. The applicant demonstrates responsible decision-making and conducts themselves in a professional manner
 - iii. The applicant is representative of the group diversity.
- c) All sworn-in PCVs in good standing with Peace Corps Morocco are eligible for membership

- d) Up to four applicants from the incoming group will be chosen and notified by the end of In Service Training.
- e) In the case of a committee member leaving the Diversity Committee, new applications will be solicited from the current staff to replace that specific position. A call for applicants will be posted in the weekly update, with an application attached in the same format as the original committee application. Applicants will be reviewed blindly by currently committee members, and the committee members will submit their rankings of applicants by number to the Chair. The Chair will collect the rankings and select the highest-scoring applicant for the position.

III. Membership Requirements

All requirements for maintaining membership are to be listed below.

➤ Attendance Policy

- a) All members are required to attend every meeting unless they notify the chair no later than five days before the scheduled meeting and have a Peace Corps supported reason for not attending.
- b) The committee will meet up to three times per year, usually in concurrence with other required Peace Corps trainings.
- c) Over-the-phone and/or google hangout meetings will occur every 2nd and 4th Wednesday of the month to provide updates and keep committee members on-task.

➤ Resignation

- a) Any committee member may resign at any time by written notice sent to the Staff Liaison, or by terminating their service with Peace Corps Morocco. Such resignation shall take effect at the time specified therein and, unless specifically requested acceptance of such resignations shall not be necessary to make it effective.

Article III: Miscellaneous Provisions

I. Evaluation

These bylaws will be re-evaluated annually by the Committee and amended, altered, repealed, or added to, if necessary, in accordance with the Amendments provision below.

II. Amendments

These bylaws may be amended, altered, repealed, or added to at any committee meeting by affirmative vote of two-thirds of the council members provided that the proposed amendment of the substance thereof has been inserted in the notice of meeting, at least one week in advance and that all members are present at said meeting.

III. Severability

If any part of these bylaws is amended or repealed, the remainder shall not be affected and will remain valid.

Disclaimer: The verbage in this bylaw document were heavily influenced/extracted from the Inclusion and Diversity Committee Peace Corps Nepal. Thus, credit should be given to their committee for the originally crafted framework.