

DEI Training and Promoting Practices for Nominations Committee

Pre-meeting Training

-All Nominations Committee members will complete implicit bias refresher training, led by certified implicit bias trainer Jennifer Walton, prior to the June NC meeting.

Pre-meeting Preparation

-After close of the call for nominations, Degnon will collate the information for nominations or petitions received (names, prior/current leadership positions in SDBP, c.v.) and send out to the NC prior to the meeting.

-Along with this, Degnon will send information about specific skills/experiences that have been identified as areas of need for the BOD (e.g., this year, it is DBP Practice, workforce issues, education of trainees, technology, and research).

-This will allow the NC to consider who has been nominated and to identify gaps in skills/experiences and diversity that may need to be addressed with additional proposed candidates.

-Review DEI Training Promoting Practices document.

-Review the *SDBP DEI-promotion Leadership and Work Style Candidate Scoring Rubric*.

Practices to Promote DEI at the Meeting

-The meeting will begin with a **introduction/preamble to promote diversity and establish NC meeting guiding principles** to get everyone into the optimal mindset. (NOTE: the Promoting DEI in Nominations Committee will draft this.) This can be given by a Past President, current President, or a member of the DEI Committee (**Note above proposal that in future years the NC always have a DEI Committee member).

-Use criteria established in advance of reviews:

Guidelines for choosing Board of Directors (BOD) candidates:

BOD candidates should have:

-Demonstrated a commitment to and growth in leadership within SDBP, including by being successful in leadership roles and/or having made important contributions within a C/S/S or to the society broadly.

-An ability to collaborate and balance consideration of the needs of the varied groups and individuals comprising SDBP.

Additional factors that may be considered in choosing BOD candidates include:

-An individuals' unique skill set or highly specialized expertise that fits SDBP programmatic needs and strategic initiatives.

-An individuals' contribution to inclusive and equitable representation of our membership, which includes a professionally, demographically, and personally diverse body.

Guidelines for choosing Presidential candidates:

- At minimum, a Presidential candidate must have previously been a member of the BOD.
- Although not required, prior experience with other SDBP leadership positions, including as a co-chair of a Committee, Section, or SIG, is optimal.

-Candidate Review (ensuring a uniform and consistent review for each candidate)

- The Past President will prompt the NC to discuss the following questions for each candidate:
 - What have this candidate's leadership roles and contributions with SDBP been?
 - What unique skill sets and contributions to diversity would this candidate bring to SDBP leadership?
 - How does this candidate embody (or not embody) each of the domains on the ***SDBP DEI-promotion Leadership and Work Style Candidate Scoring Rubric*** (e.g., growth mindset, openness to be challenged, self-reflection, etc.)?

-It will not be considered a negative reflection on a candidate if one or two NC members are not familiar with their work or contributions to SDBP.

-NC members will allow the potential candidates themselves to consider whether they choose to run for or hold an SDBP BOD or officer position at this time. (If selected, the Past President will approach each possible candidate and ask if they would like to run.) This will prevent the elimination of candidates because the NC speculates that they would not like to run hold an SDBP leadership at this time.

-Each NC member will be encouraged to play devil's advocate, and to notice when the NC is devolving into "group think" or being inconsistent in expectations of candidates (giving some candidates an automatic "pass" on important criteria, holding some candidates to a higher bar than others).

-To ensure that decisions are made independently, when potential candidates are approached by the Past President to ask if they accept the nomination to run for office, they will NOT be informed of the names of the other possible candidates.