



Pride in Action Network

# Committee Roles and Selection Criteria

February 2021 – February 2023

## Overview

The inaugural Pride in Action Network Committee was established in January 2019 to lead the Pride in Action Network members, strategy and program of work, with individual committee members appointed for a duration of two years.

The Pride in Action Network committee recognises the inherent value and richness of diversity, and the associated benefits of fostering an inclusive environment. We recognise the breadth of identities seen across the LGBTQIA+ community, both in orientation and expression, and the shared intersections of diversity many in our community experience. We celebrate the evolving diversification of our community and aspire for meaningful inclusion which both acknowledges and celebrates this transformation.

Currently, the Pride in Action Network Committee sees diverse representation across gender, ethnicity, ability, faith, and LGBTQIA+ orientation and expression. Our diverse representation has strengthened the insights, viewpoints and cohesiveness of our committee in working towards our shared goals and vision. To uphold this value moving forwards, we warmly encourage people of all diverse lived experiences to apply. We commit to implementing an equitable selection process and will actively recruit for diversity.

## Submission and Selection Process

All nominees are invited to submit their nomination (maximum two pages) by 12 February 2021.

1. Nominations must address the core competencies and key selection criteria for their desired role, as well as the following two criteria:
  - a. Previous engagement with the LGBTQIA+ community and/or other diverse/marginalised communities
  - b. Respectful and open to learning and practice the values of diversity, intersectionality and cultural humility
2. Please send a copy of your nomination to: [pride-network@unimelb.edu.au](mailto:pride-network@unimelb.edu.au)
3. Please indicate in the subject line the following: Nomination for Pride in Action Network Committee - <<enter role>>
4. Within the body of the email, please indicate whether you are a staff member or a student, and the division or faculty that you are associated to.

Nominations will be short listed, with short listed candidates invited to a Zoom discussion with committee members.

All unsuccessful nominees will be advised in writing at the conclusion of the selection process.



# Committee Role & Key Selection Criteria

## Marketing and Communications Lead

The primary function of the Marketing and Communications Lead is to work closely with the Marketing and Communications Officer on campaigns and initiatives, and to develop and lead the Committee's communication strategy. They are responsible for:

- Building a unified branding and message about the network;
- Along with all members of the committee, creating and maintaining a sense of community and accessibility via specifically designed network collateral to support events and initiatives;
- The development and delivery of various communications as agreed by the committee, particularly the Pride in Action monthly newsletter and target event campaigns;
- To establish and maintain formal and informal communications channels for network members to engage and interact;
- Supporting the committee in promoting events and initiatives when required and ensuring the network members are updated and are provided with feedback on committee decisions and discussions related to committee plans, events and activities.

### **Core Competences and Key Selection Criteria:**

- Knowledge of governance process and procedures – the ability to facilitate the governance process and ensure compliance with University policies and processes
- Community acumen – having a strong understanding of the key elements of LGBTQIA+ inclusion and their issues and the University's strategy and objective in relation to LGBTQIA+ inclusion
- Interpersonal skills – strong interpersonal skills that interplay with strong communication and engagement skills that enable effective member engagement, development and attraction of new members
- Communication skills – demonstrated communication skills via various channels, including targeted communications with executive teams, and establishing marketing/communications contact networks within the University
- Website management – experience using the University's Matrix CMS
- E-newsletter management – experience using an e-newsletter platform (we use Mailchimp)