

A Success Profile identifies the kind of talent needed to achieve the business objectives and strategies. Given ASM's priorities, culture, and values, this success profile defines the kinds of individuals needed on the IDEAA Committee that will drive organizational success.

Strategic context

IDEAA is defined by the ASM Diversity, Equity, and Inclusion (DEI) Taskforce report, as inclusive diversity with equity, access, and accountability. This means that (i) everyone is welcomed and feels comfortable in the community, (ii) everyone has a voice in decision-making, (iii) everyone is aware of and has access to opportunities to advance throughout the profession, and (iv) everyone monitors progress and agrees to established measures of success. Ultimately, the goal of IDEAA is justice, meaning conditions under which everyone has, as a matter of course, access to everything they need to participate fully.

- **Communicate and Inform:** Conduct a quantitative approach coupled with key messaging to help varying stakeholders understand critical impact areas for success and how to respond to enable effectiveness and sustainability.
- **Team Player:** Partake and encourage strong-identity teams that apply their diverse skills and perspectives to achieve common goals. Ability to provide direction and energize others **towards the achievement of shared goals by building clarity and enabling teams.**
- **Inclusive Leader:** An inclusive leader focuses primarily on the growth and well-being of people and the communities to which they support. In interacting with the diversity around them, inclusive leaders build interpersonal trust, take the views of others into account, and are adaptive. An inclusive leader requires openness to differences curiosity, and empathy. An inclusive leader shares authority and puts the needs of others first and helps people develop and perform as highly as possible. Utilizes constructive and collaborative approaches, modeling inclusive behaviors toward volunteer members and staff.

technology, processes, and structures (building a culture that values diversity & inclusion). Provide pragmatic and action-oriented guidance on how to create and sustain meaningful change. Develop a communication strategy that incorporates listening channels and feedback loops. Help facilitate dialogue and difficult conversations. Establish governance mechanisms to track and measure outcomes. Partner, collaborate and bring others along for the transformation to foster change.

