## BYLAWS STATEMENT ON DIVERSITY OFFICER 5/2009

There shall be a Diversity Officer, who facilitates diversity-related initiatives in the Association, provides input and serves as a resource on legislative, organizational and procedural matters relative to diversity; ensures that the Association operates in such a manner as to optimize the execution of its diversity mission; and evaluates concerns and complaints of members, officers and staff related to diversity issues. The Diversity Officer is appointed for a one-year term by the President, and serves as a non-voting member of the Executive Board and a voting member of the Council.