



Charge

FASEB LEAD (Leadership Engagement and Appreciation of Differences), a component of FASEB's Diversity, Equity, Accessibility, and Inclusion (DEAI) initiative, is an innovative reverse-mentoring program that pairs senior-level professionals with junior-level mentors to gain different perspectives of individual, group, and cultural views within the workplace and scientific research communities.

The LEAD Reverse Mentoring Subcommittee reviews applications and selects reverse mentor pairs. The subcommittee is also responsible for minor administrative review to improve the application process and enhance mentor/mentee relations.

Objectives

1. Establish policies and procedures governing administration of the LEAD Reverse Mentoring program.
2. Review applications and conduct matches based on the Reverse Mentoring Matching Guide.
3. Provide oversight of program administration including annual review of program policies, procedures, and eligibility criteria.
4. Serve as an advocate for the program to their home societies and to the broader bioscience community.

Membership

Up to 15 voting members including:

- Members of full Member societies = up to 11
- FASEB and/or full member society staff = up to 4

Non-voting members

- **Staff Liaison:** Manager - Diversity, Equity, Accessibility, and Inclusion (DEAI)

Member Selection

The DEAI committee seeks individuals with demonstrated passion for diversity, equity, accessibility, and inclusion (DEAI), familiarity or experience participating on review committees, and familiarity with the barriers that exist in academic promotion and tenure processes.

Biographic, demographic, and scientific diversity in governance is an overarching goal of the Federation, and FASEB seeks to appoint volunteers who represent this diversity.

Membership Terms

Members serve terms of three (3) years beginning on July 1 of the year appointed and ending on June 30 of the third year. Members may be reappointed for one additional consecutive three (3) year term with DEAI committee approval.

Time Commitment

- One 1-hour onboarding session.



- 2 1-hour video conferences per application cycle to match selected participants.
- Approximately 1 - 2 hours prep time to review application materials prior to each meeting.

Accessibility

FASEB will provide necessary accommodations to ensure all members are able to fully participate in this subcommittee. If you need an accommodation, please contact FASEB's DEAI Program Manager, [Elvie Banda](#).