

Name: Meghan Bullard  
Gender Pronouns: She/Her/Hers  
Position/Title: Director of Volunteer Services  
Organization/Institution/Employer: Beta Theta Pi Fraternity

**Please concisely outline your professional volunteer experience (most recent position first) and any other volunteer experience, both within and outside of the association, that could speak to your qualification to serving on the Nominations and Elections Committee (NEC).**

Delta Delta Delta, Phi Chapter Alumna Advisor • Serve as the lead for Phi chapter advisory team, mentor collegiate chapter president and oversee the workings of the collegiate executive board Association of Fraternity and Sorority Advisors, Professional Development Committee • Assist with professional development opportunities for Association members including developing a program criteria to map professional development opportunities to the core competencies Delta Delta Delta, Body Image 3D Program • Facilitate national Body Image 3D curriculum to two collegiate chapters of approximately 30 members focused on positive body image, dimensions of health and chapter culture Kappa Kappa Gamma, Aspiring to a Higher Ideal of Sisterhood • Facilitated national program curriculum to a chapter of over one hundred members on sexual assault prevention, survivor support, campus resources and chapter risk management Alpha Chi Omega, Kaleidoscope DEI Facilitator • Served as a facilitator for national curriculum focused on diversity, equity, and inclusion to chapters of various sizes in a single day workshop Kappa Kappa Gamma, Behind Happy Faces • Facilitated national program curriculum to a chapter of over one hundred members on mental health awareness Association of Fraternity and Sorority Advisors, Special Events Committee • Assisted with planning of special events for the Association's annual meeting including first timer meet ups, connections, and kickoff.

**What do you believe are characteristics and qualifications potential members of the board of directors should possess?**

Membership on the board is one of the most important positions that a member can hold within the Association. Not because of their power or position but because they serve as the public face of the Association and make decisions daily that affect each and every other member. This public face shows the rest of higher education what the Association stands for and where our priorities lie. I believe that members of the board should operate from a critical lens, possess objectivity, and represent the demographic makeup of the Association. Operating from a critical lens includes being willing to examine the biases of the Association, it's policies and procedures and the positions of both privilege and marginalization that members operate from. This could include changing long standing policies, being willing to examine budgets and more importantly, facing the history of privilege and exclusion our Association is built on. Objectivity is critical to recognize personal biases and be able to support the board and its decisions. It is not realistic to ask members of the board to put aside their lives outside of this commitment but rather to recognize how those lives play a role in their decision making. Lastly, I find it crucial that the board represent the identities of the Association. This should include a diverse representation of all identities and experiences and not be based on criteria like financial contributions.

**From your perspective, what/where are the communities of untapped potential within AFA? How would you recommend the Nominations and Elections Committee tap into those areas of untapped potential?**

From my perspective, I think the communities of untapped potential lie less in specific identities and more in bringing in folks who are not well connected in the field. Right now it feels like there are many opportunities within AFA that are not widely publicized and reserved for those who are already well connected within the association. While the association has been working to combat those closed off opportunities, there is still a perception of secrecy and need to "know someone" to be successful. There are also still committees, task forces, etc. that are not open applications which further reinforces the idea that there is a hidden agenda. I think the NEC could help by collecting all opportunities to be involved in AFA in one place, similar to our career center, for members to engage as they wish. This could include volunteering, serving on a board, focus groups, etc. I also think publicizing how many folks apply for opportunities, how many are selected, etc. would be helpful so the membership can also recognize their role in bringing in more folks.

**An important component of Board of Directors and NEC recruiting is ensuring diverse identities are represented. As a member of the NEC, how will you advance goals of ensuring diversity of perspective on the Board of Directors and the NEC ? What salient identities do you hold that may frame your perspective in Board and NEC candidate recruitment and selection?**

Recognizing my own personal identities is crucial in my success on the NEC. As a white, cis gender woman from a middle-class upbringing and an advanced degree, I hold many areas of privilege in my day to day. These experiences will frame my perspective as a member of the NEC as they frame all experiences I have. I am consistently searching for areas of growth and development in my own identities and examining how those identities shape my perspective. I am both cognizant of my privilege as well as the fact that no amount of self-work will ever remove me from the systems of power I benefit from. This outlook shapes my decisions and will shape decisions as a member of the NEC to remove my experience from the center and to (re)create systems that instead center marginalized voices. Diversity of perspective starts first with diversity of identities represented, both on the NEC and on the Board of Directors and continues with the way in which our conversations and decision are structured. Recognizing historical context, those who are present (and those who are missing) from the "table" as well as which voices are being given priority. As a member of the NEC, I will work to contribute to this environment by asking difficult questions, examining past traditions, keeping my own identities in mind, and recognizing when it is my place to use my voice of privilege and when it is my place to amplify the voices of others.

**What role do you often play in group decision-making? How do you typically work with groups to ensure all perspectives, including those that may dissent from the majority, are heard?**

On a team I take the role of an information gatherer. I ensure that all folks have the information while also recognizing the importance of historical perspective and desired outcomes. I have often found that teams operate in silos and aren't cognizant of where we have been or where we are going. Without that context, extra work is often performed and "the wheel is reinvented". To me this includes sending appropriate information ahead of time, taking detailed notes and following up as needed. To make sure that all voices are heard, it is crucial to have a structure in place that does not allow one idea (or one person) to dominate the conversation. This could take many different forms depending on the group but could include asking group members to send in thoughts ahead of time, utilizing a speakers list, taking notes of all ideas in the meeting, or allowing each person a chance to weigh in with their thoughts. I also believe that hearing all perspectives requires the creation of a space where folks feel trusted and respected to let their thoughts be heard, no matter the outcome. This ties to the previous question as creating a space where folks can use their voice is far easier for folks with dominant identities and requires specific work and thoughtfulness for those with marginalized identities. Lastly, it is important to provide context wherever possible, especially if the result is an unpopular decision.