The EFA’s Diversity Initiative: Information and Guidelines

Thank you for your interest in the EFA’s Diversity Initiative (EFA-DI)! The Diversity Initiative was founded by EFA board member Sangeeta Mehta and EFA co-executive Christina M. Frey and officially launched in January 2017. Since then we have been meeting on Zoom approximately every six to eight weeks to share news, discuss our subinitiatives, and foster an inclusive environment for all. We also have a Slack workspace that we use as a discussion platform.

The EFA-DI is always open to new people. To be included on our email and discussion platform, you must be a paid EFA member in good standing, honor our mission statement, and agree to our statement of nondiscrimination (please see below). We also ask that you contribute to our Zoom meetings and/or participate in our Slack discussion platform (tips for using these platforms are available on request).

There is no minimum volunteer requirement to be a Diversity Initiative member. However, we rely on your involvement and encourage you to attend at least one Zoom meeting and/or participate in at least two different Slack discussions per year to avoid being removed from our group. Because we often discuss sensitive content, we share minutes and resources only with those who are active in our group in order to maintain a safe environment for those who participate. Your involvement also contributes to the EFA-DI’s long-term success.

Subinitiatives:
We currently have five subinitiatives, each of which is run by a volunteer subinitiative leader who commits to a minimum of two hours of volunteer work per month:

- **Communications** leader: manages the EFA-DI’s Slack discussion platform by posting materials of interest and encouraging conversations.
- **Events & Opportunities** leader: organizes events and training and supports EFA chapters that bring in speakers on diversity-related topics.
- **Resources** leader: oversees a word list of commonly used and contested terms to keep in mind while editing; a resources spreadsheet with lists of diversity-related articles, books, and organizations; and the EFA-DI style sheet.
- **Welcome Program** leader: manages a three-month program that pairs established members (welcomers) with new members (newcomers) to help new members familiarize themselves with the EFA.

If you would like to volunteer to help with subinitiative projects, great! Just let us know at one of our Zoom meetings or on our Slack workspace. If you would like to take on more responsibility and become an EFA-DI subinitiative leader, please send an email to
diversity@the-efa.org once you have attended at least two of our Zoom meetings and contributed to a Slack discussion on at least a few different occasions.

**Mission Statement:**
The mission of the EFA-DI is:
- To support a more diverse membership in the EFA by welcoming members of groups that have historically been marginalized and by promoting equitable access for all.
- To publicize the EFA’s diverse membership in order to attract a wide customer base, benefiting potential clients, members, and the organization as a whole.
- To connect and support EFA members with educational and professional resources on diversity.
- To partner with writers, organizations, and initiatives that seek to promote diversity.
- To create and advocate for fair and accurate content that honors the diverse experiences of readers and writers, especially as this relates to race, nationality, ethnicity, gender identity, sexual orientation, and ability.

**Nondiscrimination Statement:**
We at the Editorial Freelancers Association (EFA) welcome and value members of all backgrounds. We don’t discriminate, but more than that, we want the EFA to be an organization where all can feel they belong. We welcome people of every race, color, culture, religion, belief system, gender identity, gender expression, age, national or ethnic origin, ancestry, citizenship, education, ability, health, neurotype, marital/parental status, socio-economic background, sexual orientation, and/or military status. We are nothing without our members, and we encourage everyone to volunteer, to serve on the board, and to participate in our community.

Thank you again for your interest in the EFA-DI! If you have any questions, please feel free to reach out.

Sangeeta Mehta
Diversity Initiative Chair
diversity@the-efa.org

Updated January 2022