



NILG Board Member Eligibility Criteria (Excerpt from NILG Bylaws)

Eligibility

The criteria for being a member of the NILG Board are:

1. Employment with an organization or group of organizations that is recognized as a federal contractor and that has written affirmative action programs. Consultants and attorneys, i.e., those individuals not directly employed by a federal contractor, who are practitioners in the affirmative action area are eligible for NILG Board membership, so long as such election would not cause the Region into which he/she would be elected to exceed 25% representation by consultants or practicing attorneys. Board Members becoming a consultant or practicing attorney during their term resulting in their Region to exceed the 25% representation limitation can complete their term but will not be eligible for re-election if the Region still exceeds the 25% representation limitation at the time of that election.
2. Active membership in an ILG at the time of election, continuing active membership in an ILG in the region for which the Board Member was elected, and experience holding an ILG leadership position, such as past or present ILG officer, NILG National Conference planning committee member, or another similar substantive role. Active membership is defined as participation in a majority of the ILGs regular meetings and events.
3. Ability to pay annual duesⁱ, through support of employer or otherwise.
4. Attendance at NILG National Conference and ability and willingness to meet NILG attendance and participation requirementsⁱⁱ.
5. Job responsibilities include active involvement in the area of affirmative action and equal employment opportunity. Individuals must be involved in the process of preparing affirmative action plans, help their employer or clients comply with OFCCP regulations, and/or represent their employer or clients in matters involving the OFCCP to satisfy this requirement. If a Board Member's job responsibilities change during their term such that being no longer active in the area of affirmative action and equal employment opportunity, the Board Member will no longer meet the eligibility requirements for membership, except that, if such Board Member is actively seeking employment that would meet the NILG's eligibility requirements, the NILG will allow that Board Member to remain on the Board for up to six months. If the eligibility requirements are not met within that six-month period, the Board Member must resign and/or the Executive Committee will review eligibility and take appropriate action consistent with paragraph #7 below.



6. Only one individual from an organizational entity (same parent company) may serve on the NILG Board at a time.

7. If a Board Member permanently moves to a different Region, they may continue to represent the Region in which the Board Member was elected as long as the Board Member continues to meet all eligibility requirements. A Board Member may not transfer from representing one Region to representing another Region without being duly elected by that Region.

Attendance

Board Members are expected to meet the attendance and participation requirements as established by the NILG. Board Members who fail to meet these requirements may be involuntarily removed by a majority vote of the Executive Committee. The Executive Committee shall consider the Board Member's reason, record, and circumstances before removing the Board Member.

i \$500 per year

ii 75% attendance of all Board meetings