

## PNA Board Resolution Regarding Equity, Diversity, and Inclusion

WHEREAS, the Phinney Neighborhood Association (PNA) acknowledges the importance of anti-racism and the principles of equity, diversity, and inclusion in its workplace, practices, services, and attitudes as fundamental to its mission as well as to its strategic priority of building a culture of equity and inclusion by creating a community center where everyone feels welcome to participate, engage, and lead the way to an inclusive and equitable community; and

WHEREAS, the PNA has significant work to accomplish in order to fulfill its obligations to its members, staff, and the community at large in demonstrating and executing its commitment to these fundamental principles; and

WHEREAS, the PNA understands that to achieve significant and continuous improvement toward this commitment it must embark on a journey of ongoing self-reflection and sustainable and lasting change, which will necessarily require the focused effort of a knowledgeable and dedicated group of advocates to educate, lead, evaluate, correct, and reinforce such efforts; and

WHEREAS, the PNA firmly believes that to be successful, such efforts cannot be short-term or reactive but must be a permanent part of the PNA's fabric, decision-making, priorities, structure, and allocation of resources; and

WHEREAS, PNA staff and Board members have begun this work on an informal basis by previously convening an *ad hoc* board/staff workgroup committed to learning and working together on an ongoing basis to create a culture of equity, diversity, and inclusion; and

WHEREAS, the PNA has established standing committees to address other high-priority issues such as financial management and site management, recognizing the central role of these functions in the health and sustainability of the PNA;

NOW, THEREFORE, BE IT RESOLVED that the PNA has established a standing Equity, Diversity, and Inclusion (EDI) Committee for the following purposes:

- To identify, develop, oversee, evaluate, and improve strategies and efforts to address structural inequality, unconscious bias, and systemic oppression in the policies, procedures, practices and culture of the PNA;
- To work with staff at all levels of the organization to identify practices that are counter to the PNA's commitment to be an anti-racist organization with a defined priority of equity, diversity, and inclusion;
- To lead the PNA's efforts toward anti-racism and equity, diversity, and inclusion throughout the community we serve and to advocate for racial justice on behalf of and with the full support of the PNA.

BE IT FURTHER RESOLVED that the EDI Committee shall be comprised, at a minimum, of three members of the Board of Directors, three PNA staff members, and two members of the community, and will serve one-year terms that can be renewed. Further details regarding the administration of the Committee and the appointment of its members will be defined within the EDI Committee Charter.

Approved by the PNA Board of Directors on July 21, 2020

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Veronica Iocco, Secretary of the Board