



Equity, Diversity and Inclusion Committee Charter

Purpose

The purpose of the Equity, Diversity and Inclusion (EDI) Committee is to identify, develop, oversee, evaluate, and improve strategies and efforts to address racial inequity, structural inequality, unconscious bias, and systemic oppression in the policies, procedures, practices and culture of the Phinney Neighborhood Association (PNA).

Membership and Chair

This standing committee consists of no fewer than three independent Board members, in partnership with the board and leadership team, as well as no fewer than three staff members and no fewer than two community members, representing a diversity of lived experience and identities across race, ethnicity, country of origin, class, sexual orientation, gender identity, age, ability, among other positionalities. The PNA leadership team shall decide which staff will be the main point of contact for the committee. The Chair shall be identified by the committee, and approved by the board.

Activities and Responsibilities

Because the scope, membership and purview of the EDI committee can change suddenly and/or over time, this charter will be updated at least biannually. Additional or more frequent updates to the charter will be made at the request of the committee chair, the Board, or the Executive Director.

The EDI committee is charged to:

- Develop and recommend to the Board and Executive Director a plan, including suggestions for implementation, for regular and continual training for Board and staff, *including but not limited to* participation in Breaking White Silence book groups.
- Work with PNA communications staff to communicate regularly with PNA membership, community, and staff about the work of the organization and the committee and how they can be involved. This includes taking the lead, as part of the antiracism work, to disrupt white silence and speak out about issues of racism within the PNA as well as within the community we serve.
- Work with external consultants as appropriate.

Committee Procedures

The EDI committee reports to the Board of Directors. The EDI committee will meet a minimum of monthly, or as necessary and appropriate, to address strategic and emergent priorities, at the call of the chair of the committee or the Executive Director, and shall maintain minutes of all meetings, which can be distributed to the Board at their request.

Adopted August 2020

Reviewed March 2021

Next review September 2021