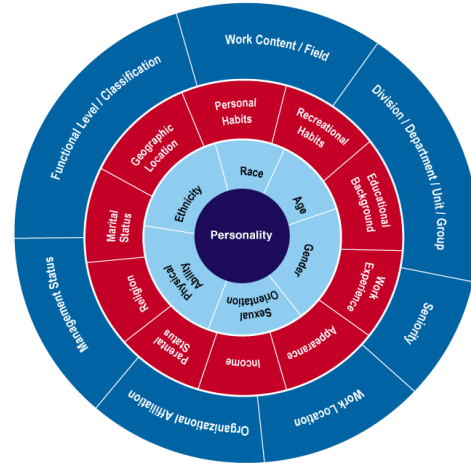


Purpose:

The Diversity, Equity and Inclusion (DEI) Advisory Group will assist and advise the Council on Foundations in developing a workplace and organizational culture that values the diversity of thought and perspective delivered by a diverse workforce operating within an inclusive organization.

The DEI Advisory Group will aim to embody the Council’s values and help the Council lead the sector by developing an inclusive and equitable organizational culture that serves as an example to its members.

The DEI Advisory Group broadly defines diversity to include the internal, external and organizational dimensions as illustrated.



- Internal
- External
- Organizational

Functions:

The DEI Advisory Group will leverage the VP of Diversity, Equity and Inclusion to advise Council leadership on internal DEI related operations including the following:

1. Diversity awareness/education of the DEI Advisory Group and the Council staff. This education may take the form of “brown bag” sessions among the Advisory Group members and/or broader staff; it may also take the form of more formal, mandatory training for all COF staff.
2. Communication of effective practices related to diversity, equity and inclusion. The Advisory Group will develop a repository of effective practices (articles, member “stories,” videos, etc.) that can be shared with the Council staff.
3. Recruitment of a diverse population among Council staff. The Advisory Group will assist the Council in targeting external resources (e.g. - job boards, associations, affinity groups, etc.) to increase the diversity of candidates for Council staff positions.
4. Surfacing and addressing DEI challenges as they arise. The Advisory Group will seek out opportunities to address societal concerns related to diversity, equity and inclusion and, when warranted, engage Council staff members in discussions regarding these challenges.
5. Transparency of the DEI Advisory Group. The Advisory Group will periodically share its efforts with Council staff to promote diversity, equity and inclusion among the staff members and to make this a more consistent theme in the Council’s operations.

Membership:

Membership on the DEI Advisory Group is voluntary. All Advisory Group members are Council staff who have self-selected on to the group. Advisory Group members are expected to serve a minimum of 12 months, after which time, members will be able to exit the group and make room for additional Advisory Group members.

Definitions:

Diversity: The full range of human and/or organizational differences and similarities. This range includes the personal dimensions of diversity related to ethnicity, race, gender, sexual orientation, age, and physical ability as well as additional dimensions including, but not limited to, parental/family status, work experience, educational background, geographic location, organizational affiliation, management status, etc.

Equity: Fairness with regard to the utilization of practices, policies and systems maintained by organizations. In seeking equity, organizations must recognize, acknowledge and redress the historical legacies and current racial, gender, sexual orientation, and class inequities, and their intersections, which result in differences with regard to the application of those practices, policies, and systems. Within the philanthropic sector, the equity goals of organizations refer to its internal operations (e.g. – policies, procedures, systems) as well as its distribution of resources, all working to advance the goals of organizations and the common good.

Inclusion: The process of engaging/leveraging a diverse population across the wide range of dimensions and welcoming them to contribute their full selves to assist in achieving the organizational mission.