

Wisconsin Balance of State Continuum of Care (WI BOSCO)

Diversity, Equity, and Inclusion Committee Charter

Purpose and Mission

The Diversity, Equity, and Inclusion Committee strives to address, explore, educate, learn about, and respond to the diversity of the human experience. We prepare our WI BOSCO membership to successfully understand diverse perspectives and backgrounds by promoting critical thinking, empathy, and a deeper appreciation of others. We create an inclusive, equitable, culturally competent, and supportive environment with model behavior that enriches our community. The Diversity, Equity, and Inclusion Committee will guide and hold the institution accountable in the integration of diversity, equity, and inclusion into all aspects of the work within the WI BOSCO.

Definitions

Diversity:

Diversity is the presence of difference within a given setting. In this case the workplace is the setting, and the differences typically refer to identity like race and gender, and sometimes ethnicity, religion, nationality, or sexual orientation. A person isn't diverse. They're unique. They can bring diversity to a group though. You're not looking for a diverse candidate. Diversity is about a collective or a group.

Inclusion:

Inclusion has to do with people with different identities feeling and/or being valued, leveraged, and welcomed within a given setting (whether that's a team, workplace, or industry). Longtime Diversity, Equity, and Inclusion educator, Verna Myers, said: "Diversity is being asked to the party. Inclusion is being asked to dance." Inclusion isn't a natural consequence of diversity. You can have a diverse team of talent, but that doesn't mean they feel welcomed or valued or are given opportunities to grow.

Equity:

Equity is an approach that ensures everyone has access to the same opportunities. Equity recognizes that we don't all start from the same place because advantages and barriers exist. It's a process that acknowledges uneven starting places and seeks to correct the imbalance. Diversity and inclusion are both outcomes. Equity is not. It refers to the process an organization engages in to ensure that people with marginalized identities have the opportunity to grow, contribute, and develop.

Chair and Membership

According to the WI BOSCO By-laws, the Chair/Co-Chair of the Equity, Diversity, and Inclusion Committee must also be a member of the WI BOSCO Board of Directors. The committee must self-select a recorder/secretary to document and retain accurate committee minutes. The Chair(s) are responsible for maintaining historical documentation for committee agendas, minutes, and all relevant data collection materials, including results. The Chair(s) are also responsible for calling and scheduling meetings, maintaining attendance records, and selecting a committee member to facilitate meetings in the Chair's absence.

New committee members can request membership by contacting the Committee Chair(s). Per WI BOSCOG policies, committee members are allowed no more than two unexcused absences in a calendar year. If there are extenuating circumstances, the chair reserves the right to allow a committee member with more than two unexcused absences to remain on the committee.

Committee members will be considered active if the member has attended at least half of all full committee meetings (3 meetings a year). The Chair(s) must also have some evidence that the member has contributed to subcommittee meetings and tasking. This evidence can include documented subcommittee meeting attendance, participation in one or more Quarterly Meeting presentations, documentation of work done on documents or presentations via email or notations about work done on presentations or documents.

Duties and Responsibilities

The committee will guide the work of diversity, equity, and inclusion in our WI BOSCOG membership through the following:

1. Assessing the implementation of the Diversity, Equity, and Inclusion Strategic Plan
2. Monitoring the development, implementation, and evaluation of standards for cultural competence for all WI BOSCOG members
3. Providing input on WI BOSCOG policies and procedures to address diversity, equity, and inclusion issues
4. Focus on WI BOSCOG policies and procedures to address diversity, equity, and inclusion issues and make recommendations when appropriate
5. Evaluating and recommending solutions where agency inequities exist
6. Informing and consulting with WI BOSCOG membership regarding diversity, equity, and inclusion initiatives
7. Ensuring the maintenance and dissemination of best practices for diversity, equity, and inclusion in agency policies, teaching, training, hiring, and retention WI BOSCOG membership
8. Serving as a resource for guidance and consultation regarding diversity, equity, and inclusion issues for WI BOSCOG membership
9. Disseminating information about ongoing professional development training around diversity, equity, and inclusion for WI BOSCOG membership
10. Seeking regular feedback from WI BOSCOG membership to inform decision-making and understand opportunities for improvement
11. Evaluating the implementation of diversity, equity, and inclusion practices being used with youth (ages 16-24) experiencing homelessness throughout WIBOSCOG coalitions
12. Providing input on WI BOSCOG policies and procedures to address diversity, equity, and inclusion issues within homeless youth population (ages 18-24)
13. Focus on WI BOSCOG policies and procedures to address diversity, equity, and inclusion issues as it pertains to the homeless youth population (ages 18-24) and make recommendations when appropriate

Structure, Meetings, and Procedures

The full committee will meet every other month (at a regularly agreed upon time and date), giving subcommittees time to meet during the opposite month. Between subcommittee meetings and full committee meetings, depending on the degree of committee work, members may be required to attend monthly meetings. Meetings may be conducted in person, over the phone, or by web conference. In lieu of a meeting, votes on critical items may be conducted over email. For email voting, a majority of all current members must email their vote to the chair for the vote to be considered binding. If subcommittees are required, they must self-select a subcommittee chair. Subcommittee roles and tasking are not formalized or standing. Subcommittees may be changed and/or modified by a full committee vote. Subcommittees are responsible for developing assessments, presentations, and recommendations, depending on the subcommittee's tasking. The full committee will review subcommittee work and vote on final documents or procedures. Votes on final committee work will be counted if there is quorum (a majority of members are present). Subcommittee work must be approved by a majority vote of a quorum of committee members to move forward. Regular attendance is required for this committee. Members will be removed from the committee if they have two unexcused absences or three excused absences. In the event the member would like to participate in another committee, they will be removed at the member's request. The Charter will be reviewed annually at the first meeting each year, normally at the January meeting. Amendments will be voted on and added at that time.