



## **Impact 100 Diversity, Equity & Inclusion (DEI) Committee Charter**

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The DEI committee chair is proposing a DEI committee charter that outlines roles and responsibilities of DEI Committee members and creates sub-committees to facilitate the work of this committee.

To date we have 25 women who want to actively engage in DEI work, through streamlining our work and creating these subcommittees we can meaningfully engage all the interested members.

The DEI core committee will comprise of 5-10 members, and is charged with doing work in three focus areas:

1. Diversity awareness/ education for the Board members as well as the membership at large.
2. Ensure that the Impact 100 membership is diverse and is representative of the community that it serves.
3. Ensure that the Board uses an Equity lens through decision making.

The DEI committee will comprise of the following members

- DEI chair – as Committee Chair
- Board members
- Sub-Committee Chairs & DEI Incentive Liaison
- Members-at-large (terms shall be 2-3 years)

Currently, four sub-committees and a DEI Liaison position are proposed

1. Recruitment (Co-Chairs: Ruth Bobbenread & Daphney Thomas)

*As of: Thursday, August 27, 2020*

2. Board- Education (Co-chairs: Deepika Andavarapu & Clare O'Brien)
3. Membership- Education (Chair: Vashti Rutledge)
4. Equity (Co-chairs: Deepika Andavarapu & Taisha Rojas Parker)
5. DEI Incentive Liaison, Kyla Woods who will ensure that the DEI-Incentive recipients are meaningfully engaged with Impact 100.

### Diversity, Equity and Inclusion (DEI) Committee Charter

The DEI Committee is responsible for assisting and advising the Impact 100 Board in developing an organizational culture that values the diversity of thought and perspective delivered by a diverse and inclusive organization.

The DEI committee will aim to embody the Impact 100s values and help the Impact 100 board develop an inclusive and equitable culture. The DEI committee will advise the Impact 100 Board and ensure that the organization's policies, procedures, mission, vision and values are inclusive and equitable at all times.

Reports to: Impact 100 Board of Directors.

The DEI Committee shall be composed of 5-10 members:

- DEI chair – as Committee Chair
- Board members
- Sub-Committee Chairs
- Members-at-large (terms shall be 2-3 years)

Meets 4-6x/year

The work of the committee revolves around three major areas, driven by the Strategic Plan of the Board of Directors and the advisement of the DEI Committee:

4. Diversity awareness/ education for the Board members as well as the membership at large.
5. Ensure that the Impact 100 membership is diverse and is representative of the community that it serves.
6. Ensure that the Board uses an Equity lens through decision making.

The DEI committee is tasked specifically with developing and executing:

- Targeted recruitment to ensure Impact 100 is accessible and recognized among diverse population groups.
- Ongoing education around diversity, equity and inclusion for Board members as well as membership at large.

- Ensure that the DEI principles are embedded into all the facets of Impact 100 including the Board, FACs, Recruiting other committees and membership at large.
- Maintain and disseminate best practices for diversity, equity, and inclusion for the Board, FACs and membership at large.
- Alert the Board to any existing or projected DEI related ethical challenges that the organization is facing or is expected to face.

<b>DEI Committee</b>	
Deepika Andavarapu	Committee Chair Co-Chair Board Education Co-Chair Equity
<b>Board Members</b>	
Clare O'Brien	Co-chair Board Education
Rhiannon Hoeweler	
<b>Members-at-Large</b>	
Nancy Keyser	
<b>Sub-Committee Chairs/ DEI Liaison</b>	
Taisha-Rojas Parker	Co-chair Equity
Daphney Thomas	Co-chair Recruiting
Ruth Bobbenread	Co-chair Recruiting
Vashti Rutledge	Chair Membership-education
Kyla Woods	DEI Incentive Liaison