**MASS AUDUBON**

**DIVERSITY, EQUITY AND INCLUSION COMMITTEE**

**CHARTER**

Vision Statement

We envision a Mass Audubon that is welcoming and accessible to all people who live in and visit Massachusetts. Ours will be an inclusive culture that welcomes and celebrates difference, rejects identity-based discrimination in all forms, and in which the Board and Council, staff, membership, and program participation closely reflect all communities across the Commonwealth of Massachusetts now and in the future. Recognizing that genuine efforts to diversify and make an organization more welcoming begin with its leadership, we seek to ensure that our Board and Council are diverse and that all members are encouraged to bring their perspectives, identity, and life experience to their service. Furthermore, it is critical that all are equally valued, engaged, invested in, and share responsibility for Mass Audubon’s mission, goals and objectives. Organizations that want to remain relevant, sustainable, and achieve their vision must employ and empower a diverse workforce and partner with diverse communities- both as a moral obligation and as a sound business strategy.

Purpose

The Diversity, Equity and Inclusion Committee (DEI) will encourage diversity, equity and inclusion throughout the organization, and, in collaboration with other board committees will set strategic direction, work with staff to establish goals, assess progress to goals, evaluate and report on Mass Audubon’s work on these issues to the full board and lead the board’s work to diversify the composition and culture of our governance entities.

Areas of Responsibility

1. To drive the strategic development of organizational knowledge, skills, network, and commitment to increase diversity, equity and inclusion of the board, staff, membership, and programs:
   1. Understand and articulate the moral imperative of diversity, equity and inclusion
   2. Work with the Board to develop and agree to the business case for why diversity, equity and inclusion matter
   3. Support the work of the Nominating Committee to increase diversity of the board and council
2. To create an inclusive organizational governance culture:
   1. Lead the Board’s review of the organization’s mission and values to ensure that they align with Mass Audubon’s vision for diversity, equity and inclusion
   2. Increase cultural awareness and understanding of unconscious bias. Plan for trainings at the governance levels
   3. Include diversity, equity and inclusion as part of Board and Council orientations
   4. Support the work of the Committee on the Board (COB) to create a new orientation for new members to the board and council that includes a module on DEI and its importance to Mass Audubon
   5. Collaborate with the Board Chair and the COB to incorporate diversity, equity and inclusion into the annual review of both the Board and the President
   6. Work with Council Co-Chairs to assess the degree to which our current Council structure supports successful integration of new governance members, especially those bringing diverse perspectives and experiences to the organization
   7. Integrate regular discussion of DEI efforts and progress into board meetings
3. Collaborate with staff, other board members and stakeholders on the creation of the next DEI Action Plan and/or the role of DEI within the broader organization strategic plan. Champion and monitor the implementation of the plan and develop criteria to measure successes and areas of improvement.
4. To review and evaluate HR policies, practices and approaches that impact our ability to attract and retain diverse staff:
   1. Review organizational policies and procedures to guarantee equal treatment and opportunity for advancement
   2. Review organizational goals for hiring, recruitment, retention and advancement of diverse staff
   3. Understand and advise staff work to create an inclusive organizational culture
   4. Confirm existence and continued enforcement of policies that ensure a zero-tolerance policy for discrimination and harassment of Mass Audubon employees, management, volunteers, board and council
   5. Administration and Finance Committee will continue to oversee staff compensation and the review of the employee handbook, working in partnership with the DEI Committee when relevant
5. To identify, evaluate and solicit funding sources in coordination with Mass Audubon’s Development Department that can potentially support our strategies, goals, and educational programs.
6. To serve as an advisor to the President and Senior Leadership on an ongoing basis on issues related to diversity, equity and inclusion.

Membership

The Diversity, Equity and Inclusion Committee consists of a Chairperson and such other members as are appointed by the Chair of the Board of Directors. Staff liaison(s) from the Programs Division and HR (TBD).