



Charter - SOSC Council on Diversity, Inclusion, & Anti-Racism

Mission: The mission of the Council on Diversity and Inclusion is to oversee and advance SOSC's diversity, inclusion, and anti-racism initiatives with general responsibility for

- Big picture planning
- Data collection and analysis
- Implementation
- Monitoring

Membership: The Council will be comprised of up to fifteen (15) SOSC employees identified via an application process. Each member is asked to serve for a minimum of one year. Council may involve the assistance of professional facilitators who will have no role in decision-making.

Council Operations: Council reports to CEO primarily through the Council Chair. Meeting notes will be kept for all meetings. Council will communicate with employees with email updates on a monthly basis and via other means as needed. Council Chair will coordinate with the corresponding Board committee on a regular basis.

Council Objectives

- Conduct initial and periodic needs assessments to determine areas for action.
- Prioritize various initiatives and provide general timelines and benchmarks in collaboration with TBD sub-committees. Provide input on SOSC's strategic plan.
- Determine action steps for big picture planning, implementation, data collection and analysis, and monitoring the work relating to diversity, inclusion and anti-racism.
- Support SOSC's move towards greater diversity and a culture of equality including athletes, volunteers, Board Members and employees within all departments and programs.
- Assist with creating and implementing an organization-wide vision by addressing diversity, inclusion and anti-racism in all department plans.
- Develop plans to work with SOSC's external stakeholders (e.g. LETR, sponsors, schools, etc.) around inclusion, diversity and anti-racism to amplify the SOSC vision.
- Support Affinity and Dialogue Groups, as needed.
- Assist with employee training curriculum to address diversity, inclusion, and anti-racism and the impact of implicit bias on individuals and systems within our organization.

Responsibilities of Council Members:

- Act as leaders for the initiatives and support a positive culture of diversity, inclusion and anti-racism.



- Be open with fellow Council members, respectfully discuss important issues, support Council recommendations and decisions even if there is initial disagreement, provide feedback and focus attention on the collective good of SOSOC.
- Participate in all Council meetings and on sub-committees as needed.
- Honor confidentiality. Ensure clarity on what is confidential, and what will be shared outside of the Council.
- Make presentations at various meetings including Team Huddles, Senior Leadership Team, and/or Board meetings based on role and agenda.
- Support topic-based sub-committee work as needed. Sub-committees will report to the Council.

I have read the above and agree to the terms and conditions for the length of my term.

Council Member Full Name _____

Term _____
(Year)

Council Member Signature

Date

Supervisor Signature

Date