



Diversity, Equity, Inclusion & Accessibility Committee Mandate

Effective Date: 12/13/22

Purpose: The Committee ensures that diversity, equity, inclusion, and accessibility are woven into all strategic decisions, governance and internal and external communications of One Dublin as outlined in the One Dublin Founding Principles.

Values: We believe we are stronger when everyone has a voice at the table. We don't know what we don't know unless we are intentional about learning.

Committee Responsibilities:

- Provide continuing training opportunities to One Dublin staff, board and its stakeholders
- Create and nurture One Dublin's organizational culture that is welcoming, inclusive and supports the Dublin Community as a whole
- Build trust with the many diverse groups represented in our community by facilitating events and conversations that demonstrate that we are a listening group
- Create and recommend strategies to the Board for broadening awareness of diversity, equity, inclusion, and accessibility needs in our community
- Support the PR/Communications of One Dublin by providing relevant content
- Encourage and inspire diverse representation for all whom represent One Dublin
- Create measurable goals that are reported to the Board regularly

Membership:

- Affirmation that commitment to DEIA is a lifelong journey of learning, listening, and listening some more with open hearts and open minds

- The Chair of the DEIA Committee is appointed by the President of One Dublin and serves as the liaison between the One Dublin Board and the Committee
- A minimum of two One Dublin Board members shall serve on the DEIA Committee chosen in consultation with the One Dublin President and the Nominating Committee
- Community members with diverse areas of expertise and representation may be invited to join the Committee
- One Dublin Executive Director is a member of the DEIA Committee
- Membership begins when onboarding training is complete

Term Limits:

- Committee members will serve a term of two years with an option to renew

Member Responsibilities:

- Attend and actively participate in regular committee meetings
- Attend/Volunteer at least one One Dublin events each year (Back-to-School, Adopt-A-Family, Fundraiser)
- Serve as a spokesperson and advocate for One Dublin in the community
- Assist with identifying resources and providing input and expertise to further the purpose of the Committee

Meetings:

- The Committee meets regularly, currently monthly, future TBD by the active Committee
- Meeting dates and locations will be determined by the Committee Chair at the beginning of each calendar year
- Meetings may be held in person or via Zoom. Calendar invites and agendas will be sent in advance of each meeting

Founding Principles:

- All people are created in the image of God and should be treated with dignity and respect

- Love your neighbor as you love yourself
- All people are welcome regardless of race, national origin, religion, socioeconomic status, physical and/or mental disability, gender, gender identity, sexual orientation, or color
- Because all people have value, no judgment is passed; we give with no strings attached
- We believe in providing volunteer opportunities to the families we serve
- We believe in giving a hand up in order to provide hope for the future
- We are committed to sound stewardship of everything we receive

...because of the example set, and the grace given by our Lord Jesus Christ, the son of God, our Savior