



..... Equity, Diversity & Inclusion Team

10/14/2019

The Michigan League for Public Policy
Equity, Diversity and Inclusion Team

Charter

The Michigan League for Public Policy's mission is rooted in using public policy and advocacy as tools to achieve prosperity for all people living in Michigan. As an organization, this has involved making racial equity a central value in order to reduce disparities faced by communities of color. The League believes it is necessary to "walk the talk" internally. This will ultimately improve our ability to achieve the organization's overall mission and achieve prosperity for all through the incorporation of racial equity tools and policies. This document represents the organizing Charter of the League's internal Equity, Diversity and Inclusion Team (EDIT) to cement an anti-racism framework to support the internal and external work of the League.

Under the leadership of EDIT, the League is engaged in racial equity and inclusion work because:

- We cannot achieve our mission without a strong and comprehensive focus on equity.
- Michigan has a long history of institutional racism that has created barriers for communities of color in all aspects of life.
- The League, and the broader network it belongs to, was originally organized under a culture of white supremacy.
- A focus on equity strengthens our organization: our effectiveness, our organizational culture, our ability to carry out our work and more.
- We become a stronger partner and help support the leadership and power of impacted communities to be leaders in the policymaking process.

Background

Understanding that racial equity is an important part of our work, the League's Leadership team decided to make it a more intentional aspect of our work. In 2012, we began with outside facilitators helping us assess where we were on the cultural competency continuum. The League participated in a series of trainings facilitated by the Center for Social Inclusion to provide us with additional tools in our efforts to center our race equity work internally and externally. We assembled a workgroup to continue our internal work to operationalize equity and inclusion. The workgroup developed a number of internal policy guides and tools in 2015, including a Hiring Practices Guide, messaging and a glossary to inform staff work. In 2016, EDIT began to use the Annie E. Casey Foundation's 7 Steps to Racial Equity and Inclusion to develop an annual action plan to guide the REI work. EDIT continues to meet on a regular basis to plan the trainings, Lunch and Learns and other opportunities to move the work forward.

Mission of EDIT

EDIT exists to cement a stronger and more intentional organizational approach to embracing and promoting equity and inclusion, including: 1) staff and board leadership; 2) human resources; 3) the League's business operations (e.g., contracting, fund development and support for local businesses owned by people of color); 4) organizational culture; 5) external partnerships; and, 6) advocacy.

How will EDIT accomplish its mission?

EDIT will:

- Operationalize racial equity in the League's business operations and organizational culture.
- Create and operationalize an organizational anti-racism policy statement.
- Meet as a team regularly on a quarterly basis;
 - Update and review progress of the 7 Steps Action Plan; and
 - Plan staff lunch and learns and/or other staff training and engagement activities.
- Review annually the internal resources and tools developed by EDIT for all League staff and identify additional materials that are needed.
- Continually update the full League staff with activities of EDIT.
- Engage and recruit at least one League board member to serve on EDIT.
- Ensure that appropriate recruiting, hiring and onboarding tools are used with candidates and new staff.
- Encourage League leadership to provide space for conversations regarding racial equity and inclusion.
- Promote the use of planning meetings to ensure the use of the racial equity tool, along with ensuring the voices of impacted people are included.
- Promote intentional outreach and inclusion of diverse stakeholders and partners.

The Work Ahead

There is a recognition that the challenges to achieving racial equity and inclusion will change over time, therefore, the Charter will need to be updated as necessary. Additionally, EDIT welcomes the input and advice of all to inform the mission and activities.