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

Charter

The Michigan League for Public Policy uses data to educate, advocate and fight for policy solutions that undo historic and systemic racial and economic inequities to lift up Michiganders who have been left out of prosperity.

The League is a nonpartisan policy institute dedicated to economic opportunity for all. It is the only state-level organization that addresses poverty in a comprehensive way and analyzes the impact of state and federal budgets and policies on residents with low incomes. All of the League's work is done through a racial equity lens.

The League is committed to making racial equity a core organizational value, with the goal of reducing disparities experienced by people and communities of color. We believe that to create meaningful change externally, we must first "walk the talk" internally. By embedding racial equity tools and policies into our operations, we strengthen our ability to fulfill the League's mission and advance prosperity for all.

This Charter establishes the Equity, Diversity and Inclusion Team (EDIT) as a key driver of this commitment. EDIT exists to lead and support a more intentional, coordinated, and enduring approach to equity and inclusion across the organization. Our work focuses on:

1. fostering staff learning and development around equity;
2. embedding equity principles into our organizational culture;
3. cultivating diverse and thoughtful external partnerships; and
4. applying a racial equity and inclusion lens to all aspects of our work.

Through this framework, EDIT aims to build a stronger, more just organization that reflects and uplifts the communities we serve.

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 to assess what learning opportunities were needed to help us as individuals and as an organization to learn more about race, racism, white privilege and how they were playing out in our lives and in the League's work. We recognize that the League, and the broader network it belongs to, was originally organized within a culture of white supremacy. EDIT is part of the greater strategy of the League to dismantle white supremacy and challenge white societal norms within and outside of our organization. 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 racial equity work internally and externally. We

assembled a workgroup to continue our internal work to operationalize diversity, 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 diversity, equity and inclusion (DEI) work. In 2020, the League began working with CounterPart Consulting to provide training and coaching to staff as we worked to become an anti-racist organization. Staff developed a racial equity statement that commits the organization to explicit goals and promotes accountability. EDIT continues to meet on a regular basis to plan trainings and other opportunities to move the work forward. Additionally, in 2024, EDIT sought refinement of goals and strategic direction from NEW consultants. This process led to a strategic implementation plan for the next three years.

Mission of EDIT

EDIT exists to cement a stronger and more intentional organizational approach to embracing and promoting diversity, equity, and inclusion, through:

1. staff educational growth and development;
2. centering equity principles in organizational culture;
3. fostering thoughtful and diverse external partnerships; and
4. a commitment to ensuring a racial equity and inclusivity lens in all of the work we do.

How will EDIT accomplish its mission?

EDIT will:

- Develop, implement and monitor the strategic work plan every three years
- Highlight commitment to DEI work in onboarding process
- Expand staff knowledge of DEI work and provide opportunities to continue personal and organizational growth around issues of race by providing at least two DEI trainings to all staff each calendar year.
- Include a racial equity lens in all work (policy briefs, reports, communications, community engagement)
 - Maintaining a thorough racial equity review process for staff use, and,
 - Encouraging intentional outreach and inclusion of diverse voices and partners
- Conduct an annual staff and organizational culture survey
- Cultivate and foster a culture of open communication and staff input, creating space for conversations regarding diversity, racial equity and inclusion
- Support the development and continuation of affinity group caucusing
- Keep staff informed of EDIT activities and progress
- Meet as a team regularly on a monthly basis

Composition

All staff must get approval from their supervisor to participate

- A five-person team that consists of representation from: analyst team, communications, community engagement, development & leadership
- One person will be identified as the lead EDIT facilitator and hold administrative duties for the committee. They will receive a stipend for their efforts.

- Other committee members will also receive a stipend for their participation.
- Beyond team and role diversity, other social identities should be held in consideration in order to create a diverse and inclusive workgroup representative of the organization.
- EDIT membership will be considered on a two-year rolling cycle, so as to engage more staff and maintain consistency within EDIT practices.
- Lead facilitator will be selected from current EDIT members and represent a second term on the committee.

Note: current EDIT group will continue in place through 2025

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.