



DIVISION MIDWAY ALLIANCE FOR COMMUNITY IMPROVEMENT

Equity Committee

Equity Declaration

DMA recognizes there are a number of identifiable groups who are not equally represented in our community. These groups may be disadvantaged socially, politically, culturally, economically, and/or educationally. We recognize that these groups have not always benefited in a proportionate manner when measured against the general population in our community. DMA is committed to creating institutional values, principles, and policies that ensure the inclusion of groups that have historically been and continued to be disadvantaged.

Chairperson: Selected by Committee

Members: Board Member(s), Non-Board Members, Staff

Meetings:

Meetings will be held one time per month, approximately 1 hr. in duration. The committee will work with staff to determine time and location. Members may participate by teleconference or videoconference as needed.

Responsibilities:

The equity committee will ensure that the policies, procedures, practices, and programming of DMA is inclusive of historically disadvantaged groups. The committee will work to ensure that DMA does not intentionally or unintentionally discriminate against any individual based on a federal, state, or local protected class of people. The committee will also work to determine to identify other groups that are not a part of a protected class, but have been historically discriminated against.

Tasks/Activities:

- Develop and implement Equity Plan for DMA
- Monitor and update Equity Plan as needed
- Review DMA policies, procedures, practices, and programming to ensure that they are in compliance with all governing laws and regulations and provide recommendations to become compliant with any law or regulation as needed.
- Identify training needs for the Board of Directors, staff, and volunteers.
- Ensure that DMA's Board and Committees are representative of the communities that DMA serves.
- Ensure the benefits of DMA's programming and resources are equitably distributed to un/underserved communities.