

## **WHO WE ARE**

We are an internal committee led by staff to advance Affinity's mission, develop action steps to stay accountable to stakeholders, and support diversity, equity, and inclusion initiatives.

## **WHAT WE DO**

Our committee advances equity in the organization by providing resources and education, implementing mechanisms for accountability, and advocating for community-centered approaches to our work. We strive to cultivate an inclusive culture where transparency is valued and stakeholders have the opportunity to name, own, and address concerns.

## **HOW WE DO IT**

### ***Resources and Education***

We will research trainings, resources, and best practices that are responsive to our community and provide recommendations and guidance on how to implement them throughout the organization.

### ***Accountability***

We are committed to forming a system of checks and balances where each stakeholder group has a clear process for giving and receiving feedback.

Accountability goals:

- This committee is accountable to the rest of the organization (staff, and board of directors).
- Those holding power in the organization (e.g. executive director, board of directors) are accountable to this committee.
- Affinity Mentoring is accountable to the community.

### ***Organizational Culture***

We are committed to creating a culture of inclusion that values diversity and equity, which may include:

- Acknowledging our history and shortcomings
- Working to address any harm perpetuated and perpetrated internally and externally
- Valuing individuals for their whole selves
- Cultivating a brave space and sense of belonging
- Challenging the status quo
- Evaluating and recommending policies and procedures to create and maintain an equitable workplace for employees that includes adequate pay, benefits, upward mobility, transparent hiring practices and staff evaluation
- Regularly surveying staff and board to assess and address the organizational climate