



DHIC Racial Equity, Diversity and Inclusion Committee

Purpose: The Racial Equity, Diversity and Inclusion (REDI) Committee is a committee established to advise the DHIC board and staff on matters related to race, equity, diversity, and inclusion.

Membership and Functioning: The committee will consist of up to [five] DHIC board members and [five] staff and will be dissolved at the discretion of the board. There will be an informal chair of the committee to encourage member participation and act as key contact between meetings. The committee meetings will be called at the request of the Committee Chair or at the request of staff.

Expectations and Tasks: To help DHIC demonstrate clear intent and accountability for racial equity, diversity and inclusion through the implementation of improved REDI policies and practices, the REDI Board Committee will be expected to share their expertise and advice in the following areas:

1. Identify/Engage a facilitator to assist the committee in identifying opportunities to integrate best practices into DHIC's policies and procedures;
2. Improved REDI policies and practices, particularly related to hiring, procurement, and board and staff development;
3. Greater MWBE participation in development projects, property management functions, and other purchasing opportunities; and
4. Greater awareness and understanding of systemic racism and inequities among our staff and board, and a demonstrated commitment to addressing both.
5. In 2019, DHIC received a \$50K grant from NeighborWorks America – Round II Strategic Investment Fund to advance REDI goals. The REDI Committee will be responsible for ensuring that the milestones outlined in the project description called ***Deepening REDI Commitments for DHIC are achieved.***