

## **Standing Committee Charter**

### **Diversity, Equity, and Inclusion (DEI)**

#### Responsibilities

The committee will advance recommendations regarding our greater efforts to create and sustain a diverse, equitable, and inclusive school community. The specific responsibilities of the committee will evolve with time, but will include the following:

- Supporting the development of educational programs for all constituencies that will promote awareness and engagement with DEI-related matters and issues;
- Facilitating the formation of affinity groups and other support groups that create informal opportunities for engagement with issues of diversity, equity, and inclusion;
- Reviewing hiring, employment, and admissions practices and policies for their alignment with our commitment to creating and sustaining a diverse, equitable, and inclusive school community;
- Reviewing curriculum and academic programs for their alignment with our commitment to creating and sustaining a diverse, equitable, and inclusive school community;
- Compiling data to support institutional assessment of DEI-related efforts and initiatives;
- Creating and sharing resources (FAQs, resource boards, etc.) for DEI-related education; and
- Otherwise advancing the recommendations of the DEI Strategic Planning Group that called for the formation of this committee.

#### Members

The committee will consist of the head of school (chair), the director of human resources, the director of admissions, and, by appointment of the head of school, at least two additional administrative staff and at least five faculty members whom will serve one-year terms that can be renewed up to three years.

#### Meetings

The committee will meet monthly and may call special meetings as needed. Minutes shall be recorded at each meeting and, upon approval by the committee, posted on the school portal.