

Goodwill of the Olympics & Rainier Region Employee Advisory Group on Eliminating Racism and Advancing Equity, Diversity, and Inclusion for All

CHARTER

Our Goodwill Commitment:

“Goodwill of the Olympics and Rainier Region is committed to creating and sustaining a culture of equity, diversity and inclusion in our organization and across our communities. This begins with an immediate focus on becoming an anti-racist organization that actively works to dismantle structural and institutional racism and condemns racist practices and behaviors in all forms. With this aim in mind, we will advance and administer anti-racist, equity-based policies and champion diversity and inclusion throughout our organization and the communities we serve.”

I. Purpose

The Goodwill Employee Advisory Group on Eliminating Racism and Advancing Equity, Diversity, and Inclusion for All is authorized by the Executive Team for the purpose of helping Goodwill fulfill its commitment as stated above.

II. Role and Responsibilities

- To provide insight, make recommendations for, and engage in the implementation of anti-racist and equity, diversity, and inclusion strategies and tactics.
- To assist in the facilitation of a comprehensive bi-annual organizational cultural responsiveness assessment, review, and action plan.
- To be an ambassador, champion, and model of new tactics and behaviors.

III. Decision Making Authority

This employee advisory group is a critical input body for the decision-making responsibility that is held by the Executive Team, and will continue to be consulted as recommendations are put into practice.

IV. Membership

- Membership is voluntary.
- Members will be selected through application on a first-come first-served basis
- The group will consist of a maximum of 20 employees.
- Employees will serve for 6 months, providing the opportunity for others to rotate on when terms expire.
- Membership will include a cross-section of the organization representing retail, workforce development, and administration.
- Members who are absent without reasonable cause from two successive meetings will be considered as resigning their membership.
- Members are expected to attend all Goodwill related training and learning session.

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V. Structure

- Meetings will be facilitated by the Chief People Officer or designee or an ED&I consultant.
- Meetings will be held monthly per fiscal year.
- Meeting invites will be sent at least two weeks prior to a meeting; an agenda and any pre-reading will be sent one week before the meeting
- Meetings will be held virtually initially (due to the coronavirus pandemic) and then at the MWOC campus and members will be expected to participate in person, if possible. On an ongoing basis, a virtual option will be provided, if necessary.
- It is recommended that group insights and/or recommendations are submitted in writing to the executive sponsor.
- Meeting minutes will be kept and emailed to the members and the executive sponsor within one week after a meeting. There will also be a shared space created for ongoing electronic communications.
- A record of meeting attendees, key issues raised, and actions required will be kept. However, comments from individual members will generally not be attributed to and a verbatim record of the meeting will not be prepared.

VI. Benefits of an Employee Advisory Group Member

- Members will be an influence and complement to the executive team in advancing Goodwill's journey to become an anti-racist organization and provide equity, diversity and inclusion for all.
- Members will increase their leadership capacity by developing organizational competencies, such as critical thinking and cultural responsiveness, both internally and in our communities.
- Members will engage in robust and important discussions that will help shape the organizations ability to realize its vision, lives its values, and advance its mission.

VII. Executive Sponsor

- Chief People Officer