

South Riding Proprietary

CHARTER

Diversity Working Group (DWG)
of the Communication Committee

South Riding strives to address, explore, educate, and encourage diversity in resident experiences. We want to increase our understanding of ways to respond and engage residents from all cultures, economic statuses, language, and ethnic backgrounds to recognize, affirm and value their contribution to our community.

I. PURPOSE

1. To develop programs within South Riding to include and enhance all residents of the community. The DWG will work with and education staff of cultural events, ideologies, and philosophies of people of all backgrounds and beliefs to promote an equal opportunity to belong, achieve, and contribute to their communities.

II. RESPONSIBILITIES

1. The Committee will have the following responsibilities which may change as needed (or directed):
 - a. Create opportunities for residents to provide feedback to leadership and staff about ways to broaden community participation in South Riding events. They will explore different ways to accomplish this through committee meetings and open dialog, anonymous satisfaction surveys, focus group sessions, and/or community outreach.
 - b. Develop meaningful engagement with leadership and staff to promote cultural inclusivity and discuss issues relating to equity in programing with respect to interactions across the community.
 - c. Formulate recommendations for the development or modification of policies and practices to enhance the communities' impact on diversity, inclusivity, and equity efforts.
 - d. Serve as a communications vehicle to leadership and staff to develop the tone of internal messaging and to develop opportunities for community programming.

III. FORMATION OF WORKING GROUP

1. In accordance with Article 7.2 of the Bylaws, the Board of Directors create and abolish from time to time such other committees consisting of two (2) or more person as the Board may deem appropriate to aid in the administration of the affairs of the Association.

2. The Diversity Working Group shall be a working group of the Communication Committee.
3. The Committee shall consist of not less than three (3) and not more than nine (9) members.
4. By majority vote, the board may remove Committee members from time to time, as it deems appropriate.

IV. GOVERNANCE

1. The Committee may elect a Chair and Vice Chair from amongst the Committee members.
2. The Committee Chair, or in the Chair's absence the Vice Chair of the Chair's designee, will act as liaison between the Working Group and the Communication Committee, Board and Association staff.
3. Quorum for all meetings of the DWG shall be established when a majority of the members is present at a meeting.
4. A majority vote of the Members present at a meeting at which a quorum is present will be required to carry a motion.
5. As the need is required the DWG shall meet once per month or as determined and announced.

V. SPONSORSHIP AND FUNDING

1. The nature and scope of any Association-sponsored activity must be approved in advance by the Board. The Working Group is advisory in nature only unless given specific direction or authority by the Board. All final decisions pertaining to the Association shall be made by the Board.
2. If the Working Group determines that funds for the group's operation are needed, then the Working Group will submit a budget request to the Communication Committee at the time prescribed by the Communication Committee.

VI. DISSOLUTION

1. This charter shall remain in effect until amended or rescinded by the Board.

Board adoption: February 4, 2021