

South Riding Proprietary

CHARTER

Diversity Engagement Council (DEC)
of the Recreation and Grounds 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 the Mosaic Festival to embrace all residents of the community. The DEC will work on this and other cultural events, to promote an equal opportunity highlight of their communities through this event.

II. RESPONSIBILITIES

1. The Committee will have the following responsibilities which may change as needed (or directed):
 - a. Assist in publicizing the opportunities for residents to provide feedback to broaden community participation in South Riding events specifically the Mosaic Event. They will explore different ways to accomplish this through periodic working group meetings and open dialog, anonymous satisfaction surveys or community outreach.
 - b. Develop meaningful engagement with the Board liaison and lead staff to help promote cultural inclusivity, specifically in the Mosaic Event. Discuss issues relating to equity in programing with respect to interactions across the community.
 - c. When necessary, help 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 opportunities for community programming, specifically the Mosaic Festival.

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 or working groups 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 Engagement Council shall be a working group of the Recreation and Grounds Committee.
3. By majority vote, the board may remove working group 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. The group will be open to all residents. A majority vote of the Members present at a meeting will constitute a quorum carry a motion. However, the working group is advisory in nature and cannot bind SRP to any contract or agreement.
4. As the need is required the DWG shall meet monthly or as determined and announced between March and October each year.

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 Recreation and Grounds Committee through their working group liaison.

VI. DISSOLUTION

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 This charter shall remain in effect until amended or rescinded by the Board.

Board adoption: February 4, 2021

Revised: November 4, 2021

Updated: April 14, 2021 (*remove membership cap*)