



The Mountaineers Equity & Inclusion (E&I) Committee Charter

Purpose

To provide leadership and direction to The Mountaineers' efforts to achieve our stated core value of **COMMUNITY**: *we seek to provide opportunities for all, and believe a diverse and inclusive outdoors inspires unity, respect, and passion for the places we love**.

The Mountaineers has a long legacy of operating as a white-led organization, and outdoor recreation is traditionally a leisure activity of affluent individuals. We acknowledge this legacy and seek to create a future in which our membership more directly reflects the communities we serve.

The committee will work to identify and prioritize E&I related org-wide projects, advise on ways to acknowledge and reduce participation barriers due to systemic inequity and bias, and lead our efforts to become an equitable and welcoming community so all people have the opportunity to be fully engaged.

The Committee will abide by the bylaws and policies, and support the overall purpose and fulfillment of the mission of The Mountaineers.

Authority

The Committee derives its authority from and reports to The Mountaineers board of directors. Recommendations and actions will be published and shared with the broader Mountaineers community and reported directly at board meetings to hold us collectively accountable.

Membership

To become a more welcoming, equitable community requires us to appreciate many dimensions of diversity related to the identities of race/ethnicity, gender, age, sexual orientation, physical and mental disability, veteran status, family situation, branch affiliation, length of involvement with The Mountaineers, and professional experience. We recognize there is no way for all identities to be represented, and we will seek to be as fair and equitable in the selection process of the committee membership as possible.

Membership of the E&I Committee consists of:

- Two members of the board
- Mountaineers volunteers, leaders, members, and external consultant (8-10)
- Ex-officio members from staff: Chief Executive Officer and Membership & Communications Director

Chair

The committee is chaired by a board member of color, as race – being a physical, instantly recognizable, and unconcealable marker – is the greatest, most pervasive source of inequities in our society.**

Meetings

The Committee shall hold regular meetings. A quorum of the Committee consists of a majority of its



members and at least one board member. Attendance at a meeting may either be in person or by voice via electronic media. Decisions will be made by consensus, or majority vote of those present as necessary, with each member having one vote. The chair will cast a vote only in the event of a tie.

Members unable to attend a meeting may send their feedback in advance to the coordinating staff member, or may weigh in after a meeting when additional feedback has been requested.

When required, or in case of questions of points of order, the current edition of Robert's Rules of Order, Newly Revised, shall provide regulations and policies subject to The Mountaineers Bylaws, this Committee Charter and all Board Policies. Committee meeting minutes shall be taken and posted promptly on the E&I committee page. The committee will provide an update on its activities at Mountaineers board meetings.

Organizational Responsibilities

Lead our efforts to become an equitable and welcoming community; advising the board and org leadership on best practices.

- Draft objectives for E&I related work.
- Build valuation matrix
 - To highlight the value (business case) for DEI investments alongside other investment priorities.
 - To help us prioritize DEI investments and understand their associated risks.
- Identify and prioritize E&I related projects
 - Advise on ways to acknowledge and reduce systemic process issues within The Mountaineers
 - Determine methods to reduce participation barriers and address participants' overall comfort levels
 - Increase engagement of underrepresented populations in our organization
- Create a set of guiding principles through which all org-level projects will be evaluated
- Provide structure, support for, and evaluation of Mountaineers Affinity Groups, including, but not limited to, MountainQueers, Retired Rovers, and Singles Committees
- Act as a resource to the larger organization on formal DEI work

*Quoted from our core values developed in 2017.

**"When we look at data across our communities, whether it is people's health, access to housing and good paying jobs, graduation rates, incomes or incarcerations, disparities are greatest when we look by race. The most persistent and detrimental disparities are starkest when we look at race. By leading with racial justice we are committing to taking on the root causes of our most challenging problems and to focus where we can have the biggest impact and needs are greatest." - King County in its [statement on Equity and Social Justice](#)