

RDPO Equity Subcommittee (EQSC)

Charter

Adopted: May 3, 2021



I. Background

This charter establishes the Equity Subcommittee of the Steering Committee, as directed by the Policy Committee in its February 19, 2021 [Resolution on Equity in the RDPO](#).

II. Purpose and Authority

Under the Steering Committee's direction and oversight, the Equity Subcommittee (EQSC) is charged with recommending changes to the RDPO structure, membership, culture, and strategic and program development processes and tools to help the RDPO:

- 1) foster a more diverse, equitable, and inclusive RDPO organization and
- 2) maximize program impact on disaster preparedness and resilience among Black, Indigenous, and other people of color, people with disabilities, and other marginalized, under-served, and disproportionately impacted communities.

III. Activities, Duties, and Responsibilities

The EQSC will:

- A. Maintain bylaws/sub-committee standard operating procedures (SOP) using the RDPO SOP template and develop an annual work plan and budget to help the sub-committee implement its activities, duties, and responsibilities, and achieve its goals;
- B. Share knowledge of diversity, inclusion, and equity (DEI) work in the region (and beyond as relevant and practical) to inform the RDPO's DEI efforts;
- C. Make recommendations to the Steering Committee for changes to RDPO policies, plans, procedures, and processes, including the pipeline process, that will support equity;
- D. Engage Black, Indigenous, and other people of color, people with disabilities and other under-served, marginalized, and disproportionately impacted community members with lived disaster experience to share their perspectives on planning for equitable preparedness, response, and recovery;
- E. Make recommendations to the Steering Committee for closing gaps in representation of Black, Indigenous, and other people of color, people with disabilities, and other marginalized, under-served and disproportionately impacted communities on RDPO committees, work groups and task forces and in RDPO strategic planning and program development processes;
- F. Maintain and promote an RDPO Equity Framework document that grounds the RDPO in the values, structures, processes, and program approaches essential to creating a more diverse, inclusive, equitable, and highly impactful organization;

- G. Maintain program tools and a training program based on the RDPO Equity Framework that help increase RDPO participants' awareness, knowledge, and skills to contribute to the RDPO's equity and community resilience goals;
- H. Make recommendations on additional funding sources and strategies to support equity and community resilience projects at the local and regional levels, especially that benefit disaster preparedness and community resilience for Black, Indigenous, and other communities of color, and other marginalized, under-served and disproportionately impacted communities in the region; and
- I. Develop and implement methodologies and/or tools to assess RDPO projects for advancing equity and to measure the impact of the RDPO's equity and community resilience investments over time.

The EQSC accomplishes its work in collaboration with both internal and external stakeholders, including RDPO committees/work groups/task forces/staff, subject matter experts, and community-based organizations that represent stakeholder communities, et al.

The Steering Committee may elect to hire, with the assistance of its fiscal agent, PBEM, a consultant or firm with Diversity-Equity-Inclusion program development, organizational change management, or other expertise to help the subcommittee advance its work.

The subcommittee will report on its progress to the Steering Committee on a quarterly basis.

IV. Membership Composition and Expectations

- A. The Equity Subcommittee will have no more than 15 members.
- B. The Steering Committee (SC) is responsible for recruiting and appointing EQSC members. The SC will strive to recruit and maintain a diverse membership representative of internal and external stakeholders from across the region who are committed to the successful implementation of the subcommittee's charge. The Steering Committee will also work to ensure committee membership includes a cross-section of diversity, equity, and inclusion program development/management experience, emergency management expertise, disaster impacted ("lived") experience, and knowledge of the RDPO and its program.
- C. The Steering Committee will recruit EQSC members from RDPO committees/work groups/partner agencies/staff and organizations across the region that represent Black, Indigenous, LatinX, Pacific Islander and other communities of color, seniors, people with disabilities, the houseless, members of the LGBTQ community, and others with an interest in or expertise that will help the RDPO advance the subcommittee's mission and work.
- D. Members serve an initial one-year term which may be extended by consensus approval of the Steering Committee up to an additional two years. The Steering Committee is responsible for ensuring committee vacancies are filled in a timely manner.

- E. Members with financial barriers or other opportunity costs to participate on the subcommittee may be compensated for their participation. The subcommittee will recommend a compensation policy to the Steering Committee for its approval and include such costs in its annual work plan and budget.
- F. The subcommittee is led by a chair and vice chair selected by the subcommittee to one-year terms. The subcommittee may decide to promote the vice chair to chair at the end of the chair's term or hold an election.

V. Charter Maintenance

The Steering Committee will review and update this charter on an annual basis, with input from the subcommittee and the Policy Committee.

VI. Approval

Approved by the Steering Committee on: May 3, 2021

Steering Committee Chair:

Courtney Patterson

DocuSigned by:
Courtney A. Patterson
1C772D6C79D3444...

Signature

5/5/2021

Date