



Hood Canal Salmon Enhancement Group

Diversity, Equity and Inclusion Committee Charter

PURPOSE

This charter establishes the Hood Canal Salmon Enhancement Group's (HCSEG) Diversity, Equity, and Inclusion Committee (DEI Committee), and sets forth its vision, objectives, responsibilities, and operation.

VISION

HCSEG will represent the diversity of the communities we serve and foster a more diverse, equitable, and inclusive culture for employees, the public, students and school systems, and the local governments we serve.

MISSION

The DEI Committee works to integrate best practices for diversity, equity, and inclusion into HCSEG policies, programs and company operations. The Diversity, Equity, and Inclusion Committee serves as an advisory body to the HCSEG organization. The DEI Committee will provide research, recommendations, policy guidance, and staff development opportunities to the HCSEG organization.

COMMITTEE ROLES AND RESPONSIBILITIES

Committee members are expected to contribute:

- A. Regular meeting attendance (monthly or as determined by HCSEG executive director).
- B. Timely response to requests for information or assistance.
- C. Subject matter expertise in support of the DEI Committee efforts.
- D. Research or guidance regarding staff trainings, policies, and program updates.
- E. Support for committee activities (events, research, development or other committee activities).
- F. Communication to the HCSEG organization about the objectives and upcoming activities of the DEI Committee.

OBJECTIVES OF THE DEI COMMITTEE

The Committee will develop a work plan that addresses the below objectives:

- A. Develop recommendations for training, policies, and practices that foster a more diverse, equitable, and inclusive culture for employees, the public, students and school systems, and the local governments we serve.
- B. Regularly review our agency tools, policies, and practices to pro-actively make recommendations for changes that implement nondiscrimination toward all prospective, current and future employees.
- C. Develop a scope of work that identifies priorities for creating more diverse, equitable and inclusive spaces and practices for the HCSEG organization and the communities we serve.

CHARTER REVIEW

The charter will be reviewed by the Committee members at the beginning of each biennium and revised if needed.