

United Way of Lane County Racial Justice Advisory Committee Charter

I. PURPOSE

United Way of Lane County is committed to using its position and resources to advance equity and racial justice to improve outcomes for all in Lane County. The Racial Justice Advisory Council works from a consensus model, strives for diversity, inclusiveness, and is open to different perspectives.

The purpose of the RJAC is to:

1. Advise United Way of Lane County's (UWLC) Board of Directors on the advancement of intersectional racial equity best practices.
2. Collaborate with the Community Investment Steering Committee to recommend strategies for equitable and strategic grant making processes (e.g. providing templates for scoring applicants using an unbiased approach).
3. Ensure that the needs and priorities of communities most impacted by racial inequalities are centered in UWLC policies, investments, and programming.
4. Evaluate current investments to reflect on how effectively we are advancing UWLC's commitment to racial justice.
5. Remove barriers for community engagement and participation in UWLC's investment processes, where possible.
6. Assure that Racial Justice Fund recipients are meeting UWLC guidelines and are organizationally stable.

II. COMPOSITION

The composition of the RJAC should represent an inclusive, strategic, and diverse group of individuals that contribute **lived experience** and insights, **identities** that reflect our community, and **professional experience** relevant to the work of United Way. We recognize the importance of inviting intersectional* perspectives that allow us to make credible and holistically representative decisions in how we support and allocate financial resources to community organizations.

**Intersectionality is defined as, "the interconnected nature of social identities such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping systems of discrimination or disadvantage". An intersectional perspective is important because it recognizes that marginalized aspects of identity are interdependent and exponentially impact access and opportunity.*

Professional / sector representation. The RJAC will include members representing diverse professional sectors that reflect the breadth of our priorities toward racial justice and equity. We also seek to recruit members who are engaging with UWLC priority populations through their work, and are committed to equity and inclusion in their work and as a volunteer for UWLC.

Sector representation may include, but is not limited to:

1. Early Learning
2. K-12
3. Higher Education

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4. Public Sector / Local government
5. Private Sector / Local business
6. Nonprofit Human Service Sector
7. Health Care

Representation of lived experience & aspects of identity. We acknowledge that lived experience contributes equal and significant value to the perspective of RJAC members as professional experience, and that these two elements often blend and intersect.

RJAC will seek to recruit individuals that bring lived experience that reflects our organizational priorities, including but not limited to:

1. People with lived experience navigating poverty, and / or accessing services provided by grantee partners
2. People of color
3. People representing diverse gender and sexual identity or affiliation
4. People representing diverse language and nativity
5. People representing a diverse age range
6. People living in rural areas of Lane County
7. People living with disabilities

Membership. The RJAC will maintain a membership of between 10 and 16 individuals, with two members serving as co-chairs. In order to refresh leadership and perspectives on the committee, the RJAC will add between 2-4 members each year.

RJAC members will serve a term of three years, with no limit on the number of times they may renew. Renewal of membership will be contingent on interest from the RJAC member in renewing and upon a vote by the UWLC board. The board will approve the slate of RJAC members each year. The RJAC will also include representatives from the United Way board and the Community Investment Steering Committee to ensure effective communication and exchange of information.

III. MEETINGS

The RJAC will generally meet bimonthly, with a month off in the winter and the summer (i.e. 5-6 meetings/year). Meetings will last approximately 1.5 hours, and are scheduled based on availability of current RJAC members.

RJAC members are expected to attend at least half of the meetings per year. If RJAC members are not able to attend a meeting, they are expected to engage with decisions and strategy by reviewing materials and sharing written comments with staff prior to the meeting to ensure their perspective is actively represented.

In general, meetings will be hybrid; held in-person at United Way's office in Springfield, and virtually on Zoom. In-person attendance at bi-annual retreats is encouraged.