

Archstone Foundation Board of Directors
JUSTICE, EQUITY, DIVERSITY, AND INCLUSION COMMITTEE

CHARTER

PURPOSE

The Justice, Equity, Diversity, and Inclusion (JEDI) Committee of the Board of Directors advises the full Board on its agenda for advancing social justice and promoting equity and inclusion for historically marginalized groups. Its purview covers efforts to advance equity and justice across all aspects of the Foundation's work, including internal operations, investments, and grantmaking.

RESPONSIBILITIES

The JEDI Committee is responsible to the Board of Directors for:

Policies, Directions, and Strategies

- Fostering open and collegial dialogue and discussion among Board and staff that confronts racism and injustice and enhances cultural understanding.
- Developing and recommending to the Board measures, goals, and reporting schedules related to JEDI.
- Learning about new and emerging trends related to advancing JEDI in philanthropy, the non-profit sector, and society more generally.
- Reviewing Foundation policies and procedures and making recommendations to the Board of Directors and other Committees regarding goals, objectives, and modifications of operations and procedures.

Evaluation

- In collaboration with the staff, designing mechanisms and processes intended to evaluate the impact of the Foundation's grants and grantmaking programs on JEDI objectives and goals.
- Reviewing the results of these analyses and reporting their findings to the full Board.

COMPOSITION AND TERMS

- The Committee is unique in that it includes both staff and Board members and intentionally reflects diversity across the organization.
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- The Committee consists of two or more members of the Board of Directors, including the CEO.

- All Committee members are appointed by the Board of Directors, in consultation with the Executive Committee.
- Committee members serve one-year, renewable terms.
- The Board Chair will appoint a Chair of the Committee that is a voting Director of the Board and a staff member to serve as Co-Chair. Committee chairs will serve no more than four consecutive terms.

MEETINGS

The JEDI Committee meets as needed to fulfill its responsibilities to the Board. Committee meetings are governed by Article 5 of the Foundation's bylaws.

AUTHORITY

The JEDI Committee operates in accordance with the provisions of Article 6 of the Foundation's bylaws.

Revised: November 2022.