

FENCERS CLUB

EST. 1883

Fencers Club is a 501(c)(3) not-for-profit organization dedicated to the pursuit of excellence through the sport of fencing. We actively support a culture of sharing by performing community services that extend beyond fencing.

DIVERSITY, EQUITY & INCLUSION (DEI) COMMITTEE - CHARTER

Mission

At Fencers Club, we recognize that diversity is our greatest asset and as a result we are committed to becoming an anti-racist organization. The Diversity, Equity, & Inclusion Committee (DEI) will promote policies, procedures and programs that provide equal access and opportunity in our community and foster an organizational culture that recognizes and values the diversity of every member.

Responsibilities & Scope

The DEI shall be responsible for guiding and supporting progress on diversity, equity and inclusion at the Fencers club and shall perform the following duties:

- Incorporate diversity, equity, inclusion, and anti-racist principles and practices into the Fencers Club's strategic goals and objectives
- Review and guide policies and communications of the board and other board committees to identify and address diversity, equity, and inclusion considerations. This includes, but is not limited to, all policies and communications specifically related to PWF athletes (to the extent not governed by the operating agreement between PWF and FC) and FC underrepresented minority members (e.g. Black, Latino, Asian, LGBTQ etc.) The DEI will function in an advisory capacity; the DEI does not have veto power. The DEI requires a minimum of 72 hours as the timeframe to review and provide recommendations. Exceptions may be accommodated for extenuating circumstances
- Implement best practices and principles with regard to building an antiracist organization. We are committed to engaging in vigilant self-awareness around power and privilege, addressing and combating racism and the ideology of white supremacy and racial hierarchy, and promoting open dialogue about race and racism
- Develop a diversity, equity, and inclusion strategy, setting priorities based on five pillars: Community, Partnerships & Access, Attraction & Recruitment, Inclusion & Retention, Communications & Awareness, and People & Culture
- Implement diversity and anti-racism training for the board, staff, coaches, and membership
- Surface and address DEI challenges as they arise – identify opportunities to address societal concerns related to diversity, equity and inclusion and, when warranted, engage the board, staff, coaches and membership in discussions regarding these challenges
- Monitor the progress and impact of DEI efforts

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Structure & Membership

The DEI is established with the following terms and considerations:

- The Chair of the DEI shall be selected by the board.
- The DEI membership shall consist of a minimum of 7 members and a maximum of 9.
- The DEI membership should reflect the diversity of Fencers Club membership and should consist of a minimum of 55% of board members of underrepresented minority populations.
- Committee members will serve the length of their board term or until their earlier removal from the committee by a 2/3 vote of the committee, or resignation from the board.
- Vacancies on the DEI will be filled by a process of nomination and approval by the DEI.
- Non board members may be elected to serve as non-voting members on the DEI by a process of nomination and approval by the DEI.

Procedures and Administration

Meetings

- The DEI will meet at least quarterly, or as deemed necessary, to meet responsibilities in appropriate time frames. Meetings will be scheduled by the chair of the DEI. In addition to regularly scheduled meetings, the DEI should communicate regularly in order to maximize impact.
- A majority of the members of the DEI will constitute a quorum for the transaction of business
- The affirmative vote of a majority of those present shall be necessary for any action by the DEI
- The DEI will keep minutes and such other records of its meetings as it shall deem appropriate
- Meeting minutes must be approved by the DEI committee

Sub-committees and Advisory Councils

- The DEI may form one or more subcommittees as it deems appropriate.

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- The DEI may form an Advisory Council consisting of non-board community members and representatives from the DEI as it deems appropriate.
- Non-board community members seated on the DEI Advisory Council as non-voting members will be determined by a process of nomination and approval by the DEI.

Reports to Board

- The DEI will report regularly to the board.
- DEI minutes will be recorded by a rotating minute taker of the DEI. The minute taker will formally present resolutions to the board for vote.

Charter

- At least annually, the DEI will review and reassess the adequacy of this Charter and recommend any proposed changes to the board for approval.

Definitions

- Diversity: The full range of human and/or organizational differences and similarities. This range includes the personal dimensions of diversity related to, but not limited to, ethnicity, race, gender, sexual orientation, age, and physical ability. Diversity allows for the exploration of these differences in a safe, positive, and nurturing environment.
- Equity: Fairness and equal access with regard to the utilization of practices, policies, and systems maintained by the Club. In seeking equity, Fencers Club must recognize, acknowledge and redress the historical legacies and current racial, gender, sexual orientation, and class inequities, and their intersections, which result in differences with regard to the application of those practices, policies, and systems.
- Inclusion: The process of engaging and leveraging a diverse population across the wide range of dimensions and creating an organizational environment that makes each individual feel welcomed, valued, and respected so that they can contribute as their full selves in achieving the mission and community of the Fencers Club.
- Antiracism - the policy and practice of opposing racism and promoting racial tolerance.