



Diversity, Equity, Inclusion, and Belonging Committee Charter

Mission: The Diversity, Equity, Inclusion, and Belonging (DEI+B) Committee develops and promotes strategies and best practices that uplift and support our community's vast differences. The committee is dedicated to (a) identifying gaps in diversity, equity, inclusion, and belonging by examining our programs, activities, policies, publications, and practices for DEI+B and how we include or exclude members of our community; (b) examine aspects of Leadership Long Beach to enhance its effectiveness and ability to meet the needs of its diverse membership; (c) developing strategies and plans to address gaps in our execution of DEI+B; (d) respectfully celebrate and document our successes and opportunities in our journey to true DEI+B; and (e) support partner and community agencies in their efforts to achieve DEI+B in their work and practices.

Composition and Structure: The Diversity, Equity, Inclusion, and Belonging Committee will be composed of key leaders that will oversee the implementation of the key priorities established from the Diversity, Equity, Inclusion, and Belonging Plan.

Scope: The Diversity, Equity, Inclusion, and Belonging Committee will steer the process of change driven by the Diversity, Equity, Inclusion, and Belonging Plan for the entire organization. The committee will focus on the six identified priorities over the next twelve months. These priorities are:

- Institutional Commitments
- Strategies for Inclusive Leadership
- Increasing Belonging
- Programmatic Implementation
- External Outreach and Advocacy
- Financial

Specific Functions and Member Responsibilities:

- Provide leadership for the development and implementation of the Diversity, Equity, Inclusion, and Belonging Plan;
- Commit to understanding and improving the way we do business;
- Involve alumni and other stakeholders in improvement efforts linked to the Diversity, Equity, Inclusion, and Belonging Plan and processes;
- Align leadership behaviors with organizational culture and values;
- Ensure the timeline in the action plans are being followed;
- Launch projects (through teams/workgroups) that will produce short and long term successes;
- Communicate the progress and success of the transition to organization and stakeholders.