



# Justice, Equity, Diversity & Inclusion (JEDI) Task Force Charter

*Approved by the AORE Board of Directors on 12.17.20*

## **Scope:**

The Justice, Equity, Diversity & Inclusion (JEDI) Task Force will recommend a strategy to improve the association's policies, leadership structure, and engagement systems in an effort to create an equitable member experience and encourage a diverse and inclusive outdoor industry.

The Task Forces shall be in existence through June 2021 and:

- May be re-established after evaluation
- May conclude its work prior to June, 2021 so long as the responsibilities and deliverables of the Task Force are complete

## **Responsibilities of the Task Force**

The charge of the JEDI Task Force is:

1. To review association policies, procedures, and systems and submit a recommended strategy for creating a more equitable member experience and to encourage a diverse and inclusive outdoor industry.
2. Submit a recommended strategy to the AORE Board of Directors in advance of the June Board Retreat.

In fulfilling its charge, the Task Force shall take into consideration:

- Alignment with Colorado State Law
- AORE's Mission and Values
- Best practices for nonprofit governance
- AORE's Strategic Plan

## **Authority**

The JEDI task force has the authority to provide advice and assistance to the Board of Directors and National Office on implementation of AORE policies that fall within the jurisdiction of the Task Force, subject to the following limitations:

- Major policy decisions, that fall outside the limits of this document, will be made by the AORE Board of Directors.
- The task force may not spend money in excess of its approved budget without the approval of the Board of Directors. Expenditures of funds within the Task Force's approved budget must be coordinated with the AORE Executive Director.
- In no case may the Task Force engage in activities which affect or jeopardize AORE's tax-exempt status.

## **Task Force Membership:**

- Members of the Task Force will be selected by the AORE Board of Directors,
- Task Force members will represent diverse backgrounds and perspectives and be able to speak to the challenges of those historically underrepresented in the outdoor industry.
- The Chair of the Task Force will be selected by the AORE Board of Directors.
- A current Board member and staff liaison will be appointed to the Task Force.

**Meetings:**

The JEDI Task Force will meet on the following schedule:

- Bi-monthly or as frequently as needed to complete the charge of the task force

**Decisions:**

Task Force decisions will be made in a manner set by the Task Force that ensures that members of the Task Force have an adequate opportunity to express their views and participate in the decision.

**Documentation Requirements:**

- Agendas: The Task Force shall prepare and distribute a meeting agenda to members of the Task Force a reasonable period in advance of Task Force meetings. A copy of the meeting agenda will be provided to the AORE Executive Director and AORE Board of Directors.
- Minutes: The Task Force shall keep minutes for all meetings and submit them to the AORE Executive Director and AORE Board of Directors within a reasonable time after each meeting.
- Recordkeeping: The Task Force must submit copies of all reports and records to AORE for safekeeping. All program reports and records are subject to review at any time by the Board and Executive Director of AORE.