

Global Gifts

Justice Equity Diversity Inclusion (JEDI) Committee Charter

The Global Gifts JEDI Committee is dedicated to integrating the principles of social justice and inclusion to further Global Gifts' mission and vision. The Committee will focus on incorporating equity, justice, and allyship into the way the organization operates, moving strategic priorities to be more in line with the principles and values that we espouse. The Committee will actively encourage Global Gifts stakeholders (board, staff, and volunteers) to participate in and contribute to these activities and conversations, recognizing that truly effective justice, equity, and diversity work is never finished.

In the context of this charter, and as defined by this committee, Justice means human rights. Allyship means we support efforts to achieve human rights by speaking out and standing up for human rights. Inclusion means anyone disadvantaged by their ethnicity, sexual orientation, gender identity, religion, disability, socio-economic background, and including reproductive rights and body autonomy.

The problems:

1. Global Gifts lacks diversity in its board, staff, and volunteer base.
2. Staff lacks direction on distinguishing between political issues and human rights issues such as racial justice, and how to communicate about it internally and to the public.
3. As an organization, we need to learn about and understand how implicit bias is guiding our decision making, and how we can break this cycle to be more just, inclusive, and diverse.

The goals:

1. More diversity in board membership, staff, and volunteer base. Clear commitment to justice, equity, diversity, and inclusion in hiring and volunteer participation.
2. A clear directive from the board on when and how to communicate to stakeholders (customers, volunteers, staff, and board) on issues that are relevant to our mission, and when they are not relevant and should be avoided. (We agreed human rights are relevant at a previous board meeting.) As a 501c3, we need staff and volunteers to be informed about what we are not allowed to share— such as support for political parties or candidates.
3. Marketing with a clear commitment to justice and equity when sharing about artisans, as an example: informed consent when using images of artisans and their stories.
4. Ongoing monitoring of organization communications and marketing, and evaluating for implicit bias, with recommendations for improvement to staff.
5. Ongoing education of staff, volunteers, and board on implicit bias, cultural competency, and best practices, and keeping informed on current events and how they may relate to our mission.

The Committee will work with Global Gifts staff and board to:

1. Develop an annual action plan, setting priorities based on the focus areas of the Global Gifts JEDI Initiative.
2. Assist the Global Gifts board and staff in incorporating equity and diversity into the organization's strategic goals and objectives.
3. Work to design and implement equity and diversity into all programs and communications.
4. Monitor the progress and process of equity and diversity work.

5. Address potential implications when recommending new and/or changes to existing programs, language, and initiatives.

The Board of Directors establishes the Global Gifts JEDI Committee with the following terms and considerations:

1. The Chair of the Committee shall be a Global Gifts Board Member and be approved by the Board of Directors on the basis of a nomination put forth by the Committee.
2. The Committee shall consist of a minimum of five members, with membership including not fewer than two Global Gifts Board Members. Committee members will serve terms of three years.
3. Except as the Board of Directors may otherwise determine, the committee may make rules for the conduct of its business, to be conducted in the same manner as is provided by the Bylaws for the Global Gifts organization.
4. Membership in the Committee shall remain open to stakeholders of Global Gifts who express interest in joining the committee.
5. A majority of the members of the Committee will constitute a quorum for the transaction of business, and the affirmative vote of a majority of those present shall be necessary for any action by the Committee.
6. The Committee Chair will report regularly to the Board and collaborate with relevant committees to review decisions taken with respect to Global Gifts programming and communications.
7. At least annually, the Committee will review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.
8. At least annually, the Committee will evaluate its performance. The Chair of the Committee, together with Global Gifts' Board Chair, will determine the form and nature of the annual evaluation. The Chair of the Committee will report the results of the evaluation to the Board.