

Infusing Diversity and Inclusion into MCCOA Committees

Our Commitment

- We support community members who have been excluded from systems of power and privilege.
- We believe that celebrating diversity, fostering inclusion, advancing equity, and pursuing justice are essential to our work and to our shared humanity.

Integrating Diversity and Inclusion (DI) into commission committees requires more than token representation. It calls for a clear understanding of each committee's role, goals, and how they connect, while also considering the broader impact of their work. This means taking concrete steps, such as revising bylaws to embed diversity and appointing advocates to ensure Diversity and Inclusion is reflected in all policy, governance, and structural decisions.

"Diversity is a fact. Inclusion is an act."

1. Intentionally Broaden Committee Makeup

Stop relying on traditional "inner circle" networks to fill committee vacancies. Actively recruit members who reflect the broad demographics of our community, factoring in varied lived experiences, cross-functional backgrounds, and socioeconomic diversity.

2. Embed Diversity and Inclusion into Bylaws and Governance

Update bylaws to enshrine equity as a core value. Codify our commitment to diversity and inclusion so they become integral to the Commission's work.

3. Appoint a Diversity and Inclusion Advocate

Designate Diversity and Inclusion point person/advocate to every committee. Their explicit job is to pose thoughtful, inclusive questions regarding how committee recommendations impact underrepresented or marginalized groups.

4. Require Diversity and Inclusion Training and Ongoing Education

"Diversity and inclusion are the ground for creativity." — Malala Yousafzai

Equip current committee members with resources on cultural competency and mitigating unconscious bias. This ensures all participants approach policy and decision-making with empathy and an understanding of varying lived experiences.

5. Establish Accountability and Metrics

Set clear benchmarks and reporting. Regularly assess whether your committee is fostering an environment where every voice has equal access to influence and decision-making.

“Diversity: the act of thinking independently together.” – Malcolm Forbes

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