

Rotary Club of York
IDEA Task Force Charter
Rotary Year 2020-21

1. **Purpose** - The IDEA Task Force advises Officers of Rotary Club of York (the Club) on matters pertaining to Inclusion, Diversity, Equity and Accessibility.
 - a. **Inclusion** - The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.
 - b. **Diversity** -The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.
 - c. **Equity** - Continuing to make steps towards equality, but being equal and fair, is not always straightforward. Sometimes, people may need differing treatment to make their opportunities the same as another's. Equality is only the first step.
 - d. **Accessibility** – The practice of ensuring that everyone is easily able to use, enter, or get near or do something regardless of race, sex, origin, or disability.
2. **Type of Committee and Program Area** - IDEA is a standing Task Force that serves at the call of Club Officers to provide programing, support, and recommendations on relevant subject matter.
3. **Membership** - The IDEA Task Force is comprised of Club Officers, members of the Club, and community liaisons appointed by the Task Force Chair. The Task Force may invite Club staff to attend meetings as needed.
4. **Chairperson** - The President-elect of the Club appoints the Chair of the Task Force serving a one-year term.
5. **Activities, Duties, Responsibilities**
 - a. The Task Force works as a team to review best practices for the implementation of IDEA initiatives in the Club and the community.
 - b. IDEA will partner with Membership committee to establish a campaign to increase membership diversity.
 - c. IDEA will serve in an advisory capacity to the Strategic Planning Committee to reach its goals for inclusion.
 - d. IDEA will gather internal data from Club members to assess our members’ desires for diversity and inclusion.
 - e. IDEA will partner with the Program Committee to provide programs attractive to a diverse audience.
6. **Authority** - The IDEA makes recommendations to Club Officers.
 - a. Recommendations could include the hiring of diversity consultants, collaborations with community organizations that provide IDEA services, and organizations that provide development and training in diversity for our Club.
7. **Standard Task Force Procedures** - The Task Force meets regularly – in person or electronically. Meeting minutes are shared electronically for review.
8. **Budget** - \$5000 for the purpose of hiring training professionals, obtaining training materials, and community investment opportunities and collaborations. Additional funds may be requested based upon applicable project(s.)

Charter approved by the RCY/CEF board on _____