Capital District, Kiwanis International

August 2023 Board of Trustees Meeting

Agenda Point – Add New Standing Committee – Diversity, Equality, Inclusion, Belonging and Accessibility

Background

The Capital District created a special joint task force during the 2019-2020 administrative year to address diversity, equality, and inclusion issues in the District. Over the last three years, the task force has continued its work and has included membership from Kiwanis, CKI and Key Club. Governor Wolff has recommended the task force be made a permanent standing committee The Bylaws and Policy Committee reviewed the topic into adding a new standing committee to be titled diversity, equality, inclusion, belonging and accessibility (DEIB&A).

As a premier community service organization, Kiwanis can be an example of diversity, equity, inclusion, and accessibility, where all people are treated with dignity and respect and retain our remove barriers to equal opportunity. The task force has provided resources and opportunities to strengthen and advance diversity, equity, inclusion, and accessibility across all our Kiwanis Family in the Capital District There is a growing body of evidence that demonstrates that diverse, equitable, inclusive, and accessible organizations are desired in many of our communities.

It is envisioned that this committee would have a similar structure to what the DE&I task force did with representatives from CKI and Key Club also serving on the committee but would be chaired by a Kiwanis member. Activities previously executed by the task force would be continued under this committee and the task force would cease to exist on September 30, 2023.

RECOMMENDATION

The committee recommends the following changes to the policy code:

- In Section 5(B) - add Diversity, Equality, Inclusion and Accessibility as a standing committee as required by the district.
- In Section 5(C)(b)(ii)(3) – modify as follows:

3. Additional Exceptions.

(a) The Conventions and Meetings Committee is not required to meet the one (1) member from each region requirement. SEE Service Agreement in Appendix C for committee membership requirements.

(b) Each Service Leaership Program may appoint up to two (2) members to serve a one (1) year term as an ex officio member to the Diversity, Equality, Inclusion, Belonging, and Accessibility Committee.

- In Appendix B, add Diversity, Equality, Inclusion, Belonging and Accessibility as a support committee to be led by a chairperson.
- In Appendix C, add the following committee description listed on Page 3.

Operational Impact
If approved by the Board, the Executive Director will modify and publish a revised policy code.

Financial Impact
N/A

Respectfully submitted,

David Lurie
Chair, Bylaws and Policy Committee
Capital District Kiwanis

Diversity, Equality, Inclusion, Belonging and Accessibility

Committee Type: Support Committee

Chairperson: Chairperson

Membership: This committee will have at least one (1) member from each region and up to two (2) members each from each Service Leadership Program.

Duties:

- Facilitate the delivery of annual education to Kiwanis clubs and members on the topics of diversity, equity, inclusion, belonging, and accessibility.
- Coordinate educational opportunities on the topics of diversity, equity, inclusion, belonging, and accessibility with leaders and members of all branches of the Kiwanis family.
- Actively address organizational climate issues to proactively prevent instances of discrimination and prejudice such as, but not limited to, racism, sexism, ageism, ableism, homophobia, or xenophobia within the Kiwanis family.
- Provide in-person and virtual opportunities for engagement, dialogue, and conversation on diversity, equity, inclusion, belonging, and accessibility, at events such as at district conventions, district mid-year gatherings, and club leadership education sessions.
- Provide officers and members with ongoing updates on committee initiatives for social media and print publications (such as The Capital Kiwanian and The Capital Key).
- Serve the role of ombudsperson should clubs or club members need guidance and assistance regarding issues or challenges involving diversity, equity, inclusion, belonging, and accessibility.