**Diversity, Equity & Inclusion Committee**

**Reports to:** The Board of Trustees

**Term of Office:** One year

**Purpose**

The Diversity, Equity & Inclusion Committee is commissioned by and accountable to the Board of Trustees.  The primary responsibility of the committee is to discuss, recommend and support implementation of policies and practices that promote a more diverse, inclusive and equitable community for staff, students and families at FRCS.

The committee shall bring to the Board of Trustees recommendations for revisions to the policies located in the student and staff handbooks, including but not limited to the following: i.e., Code of Conduct, Anti-Racism, Dress Code, Harassment etc.

The committee shall collaborate with other FRCS committees, boards, groups etc. to support initiatives and activities/ events honoring and celebrating diversity within the FRCS community to promote equity and inclusion including but not limited to the following: Open House, New Family calls, Family Day, Diwali, Juneteenth etc.

The committee shall review relevant data sets, plans, calendars etc. for consideration during decision makingIncluding but limited to the following:Staff Annual enrollment plan, School Calendar and Demographics forEnrollment, Code of Conduct, Staffing etc.

**Responsibilities**

* Annually review policies to ensure alignment with the communities’ profile.
* Make suggestions to the Board of Trustees for changes in policy, as needed.
* Report to the Board of Trustees at regular meetings of the Board in a manner determined by the Board.
* Annually evaluate committee work and the objective commitments and report results to the Board of Trustees.
* Review data, policies and procedures etc. from a Diversity, Equity and Inclusion perspective and ensure alignment with the committee’s purpose.
* To notify the Finance Committee of any decisions made that impact on the school finances. Such decisions will be made with a clause stating that they are recommendations and are subject to the school’s budget policies and procedures. Depending on the nature of the proposed budget change, related policies and procedures may include approval by the Finance Committee and/or the Board of Trustees.

**Composition**

* The committee’s Chair and Vice Chair positions are filled by members of the Board of Trustees and appointments shall be made at least annually in accordance with the FRCS Bylaws
* The clerk/secretary to the committee is a member responsible for open meeting law compliance.

**Compliance**

* This committee will meet at least once every other month on the third Wednesday.
* Meeting Location: Hybrid (primarily Zoom)
* The committee shall call additional meetings as needed.