

# Family Resource Center Association (FRCA) Equity Committee Overview

The FRCA Equity Committee meets on the second Wednesday of the month from 11:00 am to 12:00 pm. The monthly meetings typically take place over Zoom, which includes video, screen sharing, and chat capabilities.

The purpose of the Equity Committee is to formalize FRCA's EDI Commitment and Call to Action (Appendix) to integrate and elevate principles of equity, belonging justice, and diversity across the network. The goals of the Equity Committee are to:

- Identify ongoing Equity, Diversity, and Inclusion (EDI) training and action plan advancement needs.
- Work towards a shared organizational understanding, learning, and awareness of equity
- Identify opportunities for advocacy and improve the capacity and commitment to address equity.
- Create a shared resource hub for the advancement of the network's EDI journey
- Provide a space for reflection, exploration, and personal and professional growth
- Support the FRCA network to integrate equity into internal (recruitment, hiring, retention, culture, funding, procurement, etc.) and external (partnership and program development, etc.) processes
  - Actively Implement and or review policies to strive towards equitable HR hiring processes.
  - Transform systems to allow people of color to move into leadership roles and or support FRCs with leaders of color
- Create data-driven practices to promote EDI practices at the Network and Center level.

**In general, participation on the Equity Committee involves the following estimated time commitment:**

Monthly Meetings:	Review the monthly agenda and supporting documents a few days prior to the meeting and participate in the meeting. The meeting time commitment is 1 hour per month.
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Total time including review, participation, providing feedback, and distributing information, is approximately 1.5 per month. There are frequent opportunities to take part in smaller working groups. Participation in these groups will increase time commitment depending on the level of involvement.

# APPENDIX

## Equity, Diversity, Inclusion, Commitment Statement

Our equity, diversity, and inclusion mission is to build an engaged and representative FRCA Network that recognizes the importance of social, economic, health, language, and racial justice. We strive to promote diversity and equity - and to be a model of inclusive excellence. We will support our EDI development and sustainability efforts by providing technical assistance, identifying needs, training, advocacy, resources, partnership opportunities, and ongoing evaluation.

## Equity, Diversity, Inclusion Call to Action:

To ensure FRCA is an inclusive Network dedicated to developing policies, practices, and procedures that progress justice, the following is our plan to advance EDI:

- Pursue deliberate efforts to ensure that FRCA is a place where differences are welcomed, perspectives are affirmed, and our network fosters a sense of belonging.
- Offer continuous EDI professional development and capacity-building sessions for FRCA Network.
- Sharing, tools, and resources to the FRCA Network.
- Recruit and retain a diverse FRCA Network.
- Recognize, address, and eradicate all forms of organizational and network inequities.
- Continue to develop and enact equitable policies, practices, and procedures.
- Integrate EDI throughout the organizational culture and day-to-day operations.
- Continuous assessment and evaluation of EDI efforts.
- Leverage our partnerships, relationships, and resources to promote equity and justice.