

SAMPLE for Practice Group Bylaws:

A. Diversity Committee

As an organization committed to social justice, [Name of Organization/Practice Group] affirms a duty to embody social justice systemically and to be the systemic justice we wish to see in the social systems with which we are inextricably interrelated.

[Name of Organization/Practice Group] and its representatives shall honor an *unqualified commitment* to diversity, equity and inclusivity, as well as the principles of mutual respect, social justice and environmental protection which this commitment implies.

Therefore, a Diversity Committee shall be a Committee of the [Name of Organization/Practice Group] Board that furthers and upholds this unqualified commitment by, for example, working to ensure our members, staff, community partners, volunteers and populations served are diverse and reflect the members and interests of our broader communities. The Diversity Committee's guidance is considered when setting policy, hiring, making appointments, procuring goods and services, marketing, soliciting memberships and donations, providing written materials and all other actions that affect [Name of Organization/Practice Group]'s impact on and its collaborations with the broader community. To help us hold our commitment to diversity in mind, one member of each Board Committee shall be selected by that committee based on diversity-related interest, experience and training to serve and liaison with the Diversity Committee.

In addition, the Diversity Committee shall establish protocols for managing in-house concerns related to diversity and social justice, and create an evolving Honoring Diversity Statement to be listed on the website, including, for example: the Diversity Committee's specific functions, Definitions, Acknowledgements of Presuppositions, Mission, Approach, and Goals.