



DEI Steering Committee Overview & Objectives

Mission Overview

Purpose

The DEI Committee helps ensure that the diversity and reality of our communities are reflected in every aspect of our mission. The central purpose is to serve as an authentic and proactive filter to assess policies, procedures, and programs.

Goals

- 1: Cultivate membership who create programming reflective of our diverse community
- 2: Advise and support policies and practices that are equitable & inclusive
- 3: Develop leadership that mirrors our diverse community; empower and give voice to all facets of our community at all levels of leadership

Objectives

- 1: Create DEI-related, recovery-focused events, with connection to affinity groups:
 - World Recovery Café events
 - Recovery Café events
 - Staff & Volunteer Trainings
 - Affinity Group Recovery Meetings
 - Other special events (recovery film screenings, etc)
- 2: Develop shared DEI language tools: [Racial Equity Tools Glossary \(PDF\)](#)
- 3: Gather data on DEI experiences: oversee org-wide DEI self-assessment, surveys, and listening sessions. Compound data with *stories*. Use this feedback to improve, innovate, and recycle events for the following season.
- 4: Create & sustain partnerships with diverse organizations in our community

where recovery lives.