Ascend Equity Advisory Committee (EAC) Charter

Purpose
The Ascend Equity Advisory Committee (EAC) is a cross-functional, advisory group that:

- provides input into Ascend’s diversity, equity, inclusion and anti-racism strategy and programs,
- facilitates sharing and learning of effective practices on DEIA across schools/network,
- communicates the DEIA work of the organization to their school community/ AL to provide more personalized communication along with the monthly network updates, and
- keeps focus and monitors progress toward and implementation of stated goals and outcomes.

Committee roles and responsibilities:
- Contribute an Ascend-wide perspective when providing input and shaping decisions
- Be instrumental in communicating within your community and providing feedback about what needs to be communicated more effectively centrally
- Reinforce our individual and collective responsibilities to DEIA
- Participate in the monthly calls
- Take on periodic special projects
- Coordinate with and work through the Director of Strategic Initiatives: DEIA and/or accountable work owner to ensure that the vision and projects are realized
- The committee is advisory to the CEO, CSO, CPO and Director of Strategic Initiatives: DEIA
Committee composition
The Committee will target 15-16 members to include a representative from each school and one from Ascend Learning. This number will be large enough to engage diverse perspectives but not so large as to impede functioning. Committee members will reflect the diversity of the Ascend team across multiple dimensions, including members’ views and perspectives, roles, races, and gender.

Commitment
Each member will serve at least a one-year term based on the school year. Members will be invited to remain on the committee at the end of their first term and may continue on the committee for up to two consecutive terms. Members will commit 3 hours per month on average during their work days.

Advisory member selection
All Ascend staff are invited to be advisory members of the EAC. New members will be added based on the need for school or AL representation. Prospective members will submit a letter of interest answering why they are interested in participating, how they hope they can contribute to Ascend realizing our DEIA work, and what personal work that they have done to inform their own growth. Members of the EAC review using a rubric and averages are taken from the rubric to determine who will join the committee.

This will not be a compensated committee given that it is advisory in nature and the responsibility for implementation will belong with the owners of the corresponding core work.