

## DIVERSITY COMMITTEE POLICY

The Diversity Committee is a standing committee of Leadership La Plata. The committee is comprised of a chair and Steering Committee members and may have outside consultants if expertise is a particular area is needed.

The Diversity Committee:

- Provides the Steering Committee with recommendations and consultation around areas of diversity with the Leadership La Plata program.
- Assists with the task of recruiting Leadership La Plata class applicants which represent the diversity of La Plata County residents.
- Develops recommendations concerning Leadership La Plata class curricula which address the issues of diversity such as bigotry, prejudice, discrimination and racism in La Plata County communities.
- Assist in the creation and development of the first LLP Diversity Day which will be held in November , 2009.

The working definition of diversity that has been approved by Steering Committee states:

The concept of diversity encompasses acceptance and respect. It fosters appreciation of the uniqueness of each individual and recognition of the many ways we are diverse. These include differences in race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs and personality/thinking styles. It is the exploration of these differences in a safe, positive, and nurturing environment. It is also about understanding each other and moving beyond simple tolerance to celebrating the rich dimensions of diversity contained within each individual as citizens of La Plata County.

The Diversity Committee will coordinate with the various standing committees to ensure that diversity is a key element in all facets of the Leadership La Plata program.

Coordination with these committees will be facilitated in the following ways:

Steering Committee – a monthly report is provided by the Diversity Committee at each monthly meeting.

Recruitment – Provide an overview of the Diversity Committee and mission at recruitment events.  
Outreach (1:1) with various community groups and individuals to recruit potential candidates.

Selection – Invite Selection Chair to Diversity meetings to discuss selection criteria and questions as the part of the selection process.

Alumni - Consultation regarding engagement of diverse alumni into LLP committees.

.

Curriculum – A representative from Diversity will attend Curriculum monthly meetings (as schedules permit and a representative from Curriculum will attend the Diversity Committee

meetings.

The Diversity Committee will provide training to the class facilitators regarding the overall understanding of a diverse community and intentional efforts to integrate tenets of a diverse and inclusive community into all LLP curriculum efforts.