

SSSC Diversity, Equity & Inclusion

Commission Charter

Purpose:

Establish an advisory Commission to the SSSC to address and further the work regarding diversity, equity and inclusion in our organizations. This focus includes issues of anti-racism, decolonization, and anti-oppression across communities.

Background/History:

Kundalini Yoga Diversity and Inclusion Committee is a self-sovereign body of Kundalini Yogis driven to confront and elevate remnants of Piscean structures and psyches to ignite a universally inclusive Aquarian consciousness. They have been meeting since 2019 to present and support initiatives with KY & Sikh Dharma organizational entities to develop, execute and support Diversity and Inclusion strategies.

In November 2020 the Kundalini Yoga Diversity and Inclusion Committee presented to the SSSC Board the need to continue to educate our leadership and organizations on diversity, equity and inclusion. After meeting with the Governance Committee, it was decided to create a commission to include the voices of all the major nonprofit organizations in our umbrella to continue developing and implementing this work on an ongoing basis.

Who brought this:

Kundalini Yoga Diversity and Inclusion Committee in conjunction with the SSSC Governance Committee.

Charter:

The overarching goal of the Commission is to create a collaborative effort between the SSSC Board, the Kundalini Yoga Diversity and Inclusion Committee and the nonprofit and for profit entities to finalize the details of the Kundalini Yoga Diversity and Inclusion Committee's proposals and bring a recommendation on a consultant and trainer, to design and implement a plan addressing diversity, equity and inclusion issues.

Among other things, this Commission shall:

- Create a short term and long term detailed strategic plan to address diversity, equity and inclusion needs within our organizations. As recommended by Kundalini Yoga Diversity and Inclusion Committee the plan will include the following:
 - Equity Audit of non-profit organizations; Survey of constituency to establish a baseline picture of our current climate.
 - Annual Leadership Trainings targeted at diversity, equity and inclusion.

- Detailed budget proposal (vendors, plan, budget and timeline) for review and approval of the SSSC Board.
- Continue to implement the approved plan on an ongoing basis.
- Evaluate goals and set new objectives/targets.
- Report on progress to the SSSC Governance Committee and Board.

Commission composition:

Members can be chosen from employees, contractors, board members or constituents of the organization. Communication lines should be clearly established between each Commission representative and their corresponding organization's leadership.

- 2 SSSC board members (at least one from the Governance Committee)
- 1 EPS Representative
- 3 Representatives from Kundalini Yoga Diversity and Inclusion Committee
- 1 representative from 3HO
- 1 representative from 3HO Europe
- 1 representative from KRI
- 1 representative from SDI
- 1 representative from SDEI
- 1 representative from Sikhnet
- 1 representative from KIIT or for-profit organizations

Anticipated duration and frequency:

- Meet bimonthly for an hour and a half.
- This body is an ongoing commission of the SSSC.

Expectations of Commission Representatives:

To produce the initial strategic plan and proposal, the Commission will meet bimonthly over the course of 90 days (6 meetings). The first meeting will be an orientation given by the Kundalini Yoga Diversity and Inclusion Committee representatives. Working groups will be established and follow up meetings scheduled. Subsequent meetings will proceed with the following expectations from members:

Given their expertise and experience in this work, the commission members who represent the Kundalini Yoga Diversity and Inclusion Committee will be expected to take a lead role in facilitating the commission's work. The initial chair will come from the Kundalini Yoga Diversity and Inclusion Committee and subsequent chairs will be chosen by the commission.

The commission will work together to do the following:

- 1) Provide bimonthly agendas and facilitation
- 2) Delegate tasks towards strategic initiatives
- 3) Provide vision and guidance for the Commission's ongoing work
- 4) Attend bimonthly meetings

- a) *Full Commission Meetings*: provide organizational updates, report back from working groups, participate in cross-organizational relationship building and collaborative planning.
 - b) *Working Group Meetings*: volunteer for and accept delegated tasks towards project completion, adhere to project timelines, report back on delegated tasks.
- 5) Review materials sent out prior to meetings, contribute to completion of action items within working groups.
 - 6) Facilitate and ensure communication between their organization and Diversity, Equity & Inclusion Commission.