



CAN IDEA Initiative Charter

Revised in Spring and Summer 2021 by the founding members of the IDEA Committee: Derrick Miller, Katie Glupker, John Chamberlin, Christine Snyder, Peter Clark, Montana Crowell

Vision Statement

Community Action Network (CAN) envisions the closing of socio-economic gaps by providing educational and enrichment programs for children and teens, supportive services for families who are under-resourced, and challenging local systems rooted in racism and inequality. We are committed to an equity lens in all operations and practices, both internal and external. The Inclusion, Diversity, Equity, and Advocacy (IDEA) initiative is the next step in working toward CAN's organizational vision. Many organizations refer to this work as "DEI;" CAN has included "Advocacy" and rearranged the acronym. This first iteration of CAN's IDEA Charter serves as our organization's foundation for this work and provides a framework from which the committee can build upon.

CAN's Core Values

Building Strong Communities

Inclusive, friendly, welcoming, empathetic, transparent, compassionate, collaborative, adaptable, willing to grow, hard-working, mindful, respectful, positive, joy-filled, authentic, self-care, gracious

Boldly Realizing a Greater Future

Justice-oriented, creative, ensure sustainability and accountability, be productive and effective with time and energy, ask questions, try new things, attention to detail, invest in professional development opportunities, develop a stronger sense of emotional intelligence, strive to motivate through servant leadership

Purpose of IDEA

The purpose of this initiative is to ensure CAN is living its core values. To do this, CAN must be an organization that:

- Represents and reflects the communities with which we partner
- Actively seeks to dismantle racism and other systemic barriers in Washtenaw County as part of the work of reducing economic inequality



- Prioritizes more diversity of experience, both professional and personal lived experience, to bolster equitable agency-wide decision making that empowers entire communities
- Advocates for and with our clients and communities, and for greater and more expansive collective impact in the areas of Education, Stabilization, and Community-Building

IDEA Goals

The goals of CAN's IDEA initiative are intended to be dynamic, shifting as the organization meets them:

1. Name racism and other systemic barriers to expose their connection to income inequality.
2. Identify areas of underrepresentation of people of color, gender and disabilities and outline the action steps necessary to increase their representation in those areas where they are significantly underrepresented as decision-makers, service providers, vendors, volunteers, and part- and full-time employees.
3. Leverage existing successful advocacy efforts in the community.
4. Maintain an inclusive environment and create more spaces in which all people feel safe and welcome through intentional actions, internal policy change, and continued learning.

IDEA Objectives

Internal

- Diversify staff and board member recruitment to better reflect our partner communities
- Create consistent processes and evaluation of efforts that keep IDEA at the core of CAN's operations, in part derived from existing efforts that have proven successful for other organizations
- Recruit more members to the IDEA committee

External

- Conduct a client-facing equity assessment
- Advocate for a more equitable educational development environment for under-resourced youth in Washtenaw County
- Advocate for a thriving and sustainable future for under-resourced families

Structure of the IDEA Committee

The IDEA committee is most effective when:

- It is comprised of 5-7 members who reflect a diversity of thought and experience
- It is representative of CAN's service population



- It includes staff, board members, community stakeholders, and/or client representatives

The IDEA committee will:

- Identify, update, and pursue the goals and objectives noted in this charter
- Conduct internal and external audits of the organization to identify areas for improvement as they relate to IDEA
- Address contextual factors that drive inequities in both CAN's internal and external operations
- Educate themselves and the organization about IDEA issues and topics
- Establish a method of recruitment for potential members as well as a timeline for the evolution of the IDEA committee