

1. Diversity, Equity, Inclusion & Justice Committee Charter – Amended 8/1/19

The Diversity, Equity, Inclusion and Justice Committee ("DEIJ") is a standing committee of the National Wildlife Federation Board of Directors.

Structure

The membership of the DEIJ Committee will consist of no less than nine members of the Board of Directors, who are appointed by the Chair of the Board. The Committee, at its discretion, may invite non-board members to join as non-voting advisors. The committee reports directly to the Board and the CEO.

Committee Roles

The DEIJ Committee will have the oversight, responsibility, authority and specific duties as described below.

The purpose of the DEIJ Committee is to assist in fulfilling NWF's commitment to living its values of diversity, equity, inclusion and justice, and in achieving its mission. NWF believes and understands that in order to build a lasting conservation army, Diversity, Equity, Inclusion and Justice in membership, affiliates, partnerships, board, and employees is paramount.

The DEIJ committee shall evaluate how DEIJ is currently being implemented at NWF. The Committee's work will include the Board, and also examine actions affecting DEIJ taken by the staff, affiliates and partners. Having identified the current DEIJ landscape, along with staff, the Committee will work on developing recommendations to improve the integration of DEIJ within NWF. This will include highlighting progress and successes as well as recommendations for areas requiring improvements.

Meeting Schedule & Reports

Meetings will be held regularly, preferably quarterly, at least one meeting per year will be in-person. Special meetings may be called as deemed necessary by the Committee or the Board. The Committee will report these findings to both the Board and staff leadership.