



**PUBLIC BROADCASTING OF COLORADO, INC.
(COLORADO PUBLIC RADIO)**

CPR Diversity, Equity and Inclusion Committee Charter

The Board of Directors (the "Board") of Public Broadcasting of Colorado, Inc., a Colorado corporation, also known as Colorado Public Radio ("CPR"), has established the Diversity, Equity and Inclusion Committee ("DEI Committee") pursuant to this Charter.

1. Purposes

Consistent with the CPR Diversity Policy, the DEI Committee is being created to honor the spirit and achieve the goals of the CPR core values. The Committee will act to develop, promote and value an organizational culture that embraces diversity in all its forms, equity and inclusiveness, ensuring the diversity of its Board, staff, volunteers, programming, and community engagement through leadership, policies and practices.

2. Committee Membership

The DEI Committee will consist of at least three Board members and may include both Board and non-Board members. The members of the Committee will be appointed by the Board Chair, pursuant to Section 3.11 of the Bylaws, and may from time to time be removed by the Board Chair. The Board Chair shall take into account any recommendations of members of the Board in making such selections and removals.

3. Meetings

The Committee shall meet at the request of the Chair of the Committee or the Chair of the Board at the time and place specified in the notice of the meeting. Notice of the time and place of each meeting shall be given as prescribed in the bylaws for meetings of the Board. A majority of the Committee shall be a quorum of the Committee and the actions of the majority of a quorum shall be the act of the Committee. The Committee shall keep a record of its actions.

4. Functions and Responsibilities

- (a) Keep diversity, equity and inclusion central in Board deliberations and vital through learning opportunities.
- (b) Seek input and assessment from Board members on how well our Board addresses and practices diversity, equity and inclusion; and report annually to the Board with an assessment of goals and progress. It is the intent of the

committee to consider input from within the organization and other appropriate sources.

- (c) Reach out to other organizations in Colorado and beyond to learn and apply best practices for Boards of Directors related to diversity, equity and inclusion.
- (d) Support the Board's Nominating Committee in identifying and recruiting potential Board of Directors members and Community Advisory Board members who represent the diversity of Colorado's population and CPR's audiences.
- (e) Review and evaluate the annual DEI report of the CPR staff and present the Committee's evaluation to the Board for consideration.
- (f) Review and evaluate the CPR strategic plan and the annual CPR work plan to insure that diversity, equity and inclusion is a primary focus and progress on goals is attained.
- (g) Make recommendations to the Board to achieve DEI goals for both the Board and the organization.

APPROVED by the Board February 10, 2021.