**NASCSP Racial Equity Group Charter**

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| **Group Name:** | **NASCSP Racial Equity Work Group (REWG)** |

| Racial Equity Group Roles and Responsibilities | |
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| **Mission** | The Racial Equity Work Group will be a catalyst for change by increasing our focus on the root causes of inequitable practices and policies that are embedded in the United States. The mission of this group is to increase understanding and develop resources that impart strategies on informing the Network of racism in our work, train and empower members to recognize and dismantle racism, and build a network that is equitable and inclusive in practice and policy. Group members will support NASCSP’s efforts to intentionally embed a racial equity lens in policies, programs, and practices in our work and within the entire WAP and CSBG network. |
| **Vision** | The National Association of State Community Services Programs (NASCSP) believes in a world that is inclusive in approach and where equal opportunities and equitable outcomes exist for all. NASCSP is committed to developing and supporting a diverse, equitable, and inclusive community. |
| **Scope of Work** | The Work Group consists of state administrators of the CSBG and WAP programs from multiple states and NASCSP staff. The group is chartered to help design and facilitate resources for ensuring equitable practices within NASCSP and the CSBG and WAP networks.  The Work Group is/serves as:   * A resource for understanding and resolving issues of racial equity and inclusion * Primarily focused on increasing equity at the state level and in the CSBG and WAP networks * Consultative body for equity projects, programs, and policies at the local, state, and federal levels * Helping identify and facilitate racial equity trainings (including identifying gaps in training that are needed) |
| **Stakeholders** | NASCSP, State offices (CSBG and WAP), Federal Partners (DOE and HHS) |
| **Goals** | 1. Development of tools to assist in establishing an equity framework that helps direct the analysis work. 2. Review of programs, policies, practices with an equity lens analysis and provide options to achieve best practices. 3. Provide equity education opportunities. 4. Establish subcommittees to execute priorities that fulfill the mission of the group. 5. Serve as an advisory group for NASCSP’s advocacy efforts 6. Serve as an advisory group to Federal Partners on issues of racial equity   \**Please refer to relevant project documentation for each goal with more specific deliverables and timelines.* |

| Racial Equity Work Group Timeline | | | |
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| **Start date:** | February 2021 | **Proposed end date:** | Ongoing |

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| **Racial Equity Work Group Membership** | | |
| * Participation in the Work Group is open to any and all individuals who are NASCSP members or staff * Term length: 2 years * Starting February 2021, the Work Group will meet monthly to develop a process to review projects, programs, and policies * Subcommittees to the core Work Group are formed on an as-needed basis, and participation is open to any Work Group members. Subcommittees meet as frequently as needed. * Meeting discussions shall be inclusive and collegial; recommendations shall be based on a majority of opinion. * Group should be composed with equal representation of CSBG and WAP members   **Estimated Annual Time Commitment for each Team Member**:   * Monthly meetings (60min) * Additional preparation, planning, subcommittee work & related work on policies, practices, and programs (~1 hour/month) * Participation and planning for quarterly webinars (2.5 hours/quarter) * Participation in racial equity sessions at NASCSP conferences (7 hours per year [3.5 hours per conference]) | | |
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| **Work Group Members** | | |
| **Name** | **Program** | **State** |
| Beverly Buchanan (President) | CSBG | AR |
| Matt Fitzgerald (Vice President) | CSBG | VA |
| Leslie Taylor (Region V Alt) | CSBG | CA |
| Angela Fraser | CSBG | MD |
| Troy Cucchiara | WAP | NM |
| Karen Keith | CSBG | TX |
| Stephanie Insinna-Sahondo | WAP | CO |
| Lynette Praster | CSBG & WAP | PA |
| Amanda Rains | WAP | WA |
| Jonathan Ballew | NASCSP-WAP | MT |
| Khari Grant | NASCSP | MD |
| Jenae Bjelland | NASCSP | DC |
| Muska Kamran | NASCSP-CSBG | MD |
| Katy Kujawski | NASCSP-CSBG | ID |
| Paige Milson | NASCSP-CSBG & WAP | TX |