

CHARTER FOR THE WNET INCLUSION AND DIVERSITY COUNCIL

MISSION & PURPOSE

The WNET Inclusion and Diversity Council (the “Council”) is formed to support WNET’s ongoing commitment to fostering a diverse workplace, recognizing that a diverse workforce fosters innovation and helps us to better serve and reflect the public in our programming and educational efforts. The Council’s definition of diversity considers the following: race, gender, age, sexual orientation, disability, religion, national origin, educational background, parental status, political affiliation, and other intangibles such as ideas, procedures, and ways of doing things. We believe that a broad definition of diversity creates an inclusive culture.

The Council will have the power to recommend action to the WNET Senior Management, but will not have the power to take any corporate action. The Council will conduct its activities in accordance with the WNET Employee Handbook. The following functions (of equal importance, notwithstanding the order in which they are presented below) will constitute the mission of the Council in carrying out its purposes. These functions should serve as a guide, with the understanding that the Council may fulfill additional functions, from time to time:

- Fostering a culture of inclusion and equitable participation by all employees
- Requesting the participation of minority employees on panels, task forces, and working groups
- Building on corporate community outreach programs that enable WNET to remain the employer of choice for future generations
- Actively recruiting a diverse workforce
- Developing programs to assist employees in maintaining work life balance
- Providing all employees with opportunities and training to take on leadership roles
- Providing equal opportunities for employees to advance commensurate with personal goals and abilities
- Developing a diversity plan with metrics that measure our success
- Internally and externally promoting diverse programming and initiatives

STRUCTURE

A. Composition and Membership

The Council will be comprised of those WNET full time and fixed term staff (the “Members”) who desire to participate, for such time as they so desire.

B. Senior Manager Liaison

The Council will include a member of WNET’s Senior Management to serve as the Council Senior Manager Liaison (“Senior Manager Liaison”). The Senior Manager Liaison

will represent the Council's interests to WNET's Chief Executive Officer and Senior Management. The Senior Manager Liaison will also be an advocate for the Council and a spokesperson in Senior Manager meetings.

EQUAL VOICE; CONFIDENTIALITY

A. Equal Voice

- The Council is a peer-based organization with equal voice among Members.
- Any Member may introduce a topic of discussion for the Meeting Agenda or a proposal for a Council activity and any Member may participate in the activities and management of the Council in accordance with his or her desire and ability.

B. Confidentiality

- The Council is a safe space where Members are encouraged to share their views and exchange ideas.
- To facilitate open and honest dialogue among Members, discussions taking place in Meetings should not be discussed with non-Members, except (i) as necessary to facilitate the activities of the Council, or (ii) when concerns are raised regarding illegal or unlawful activities, activities that are inconsistent with the WNET Employee Handbook, or activities that otherwise implicate a supervisor's duty to report such activities to management personnel.
- The Council's proposals for activities or events should not be communicated to the Senior Management by the Senior Manager Liaison until the Council votes to do so.

MEETINGS

- The Council will meet at least once monthly, or more frequently as circumstances dictate, at such time(s) determined by the Council ("Meetings").
- The Council will circulate a Meeting Agenda to the Members prior to each Meeting (as practicable).
- The Council will have a Moderator selected by the Members who may call Meetings of the Council, approve the agenda for each Meeting, and determine the manner for recording the minutes of each Meeting of the Council.
- The Moderator will guide the Meeting discussions pursuant to the Meeting Agenda.
- The Council will keep records of its Meeting Agendas, Meeting minutes and activities.

SUBCOMMITTEES

- The Council will form subcommittees as necessary to facilitate the development and fulfillment of the activities of the Council ("Subcommittees").
- The Subcommittees will develop the proposals for Council activities that are raised in the Council Meetings or other communications among the Members, as agreed by the Members.

DECISION-MAKING

A. Decision-Making

- The Council will make decisions related to its Mission & Purpose as set forth in this Charter.

B. Quorum

- The number of Members sufficient to constitute a quorum is six (6).

C. Action by Simple Majority Vote

- Except when otherwise agreed by the Members, the vote of a simple majority of the Members present at a Meeting in which a quorum is present will be an act of the Council.

PERIODIC EVALUATION

The Council will review and reassess, periodically, the adequacy of this Charter and make any improvements to this Charter that the Council considers necessary or valuable. The Council will conduct such reviews and reassessments in whatever manner it deems appropriate.

Dated: June 29, 2017

Revised: June 15, 2020