

## New Motor Vehicle Board Equity, Justice, and Inclusion Committee Charter



<b>Mission</b>	Foster a culture that embraces equity, celebrates diversity, champions inclusion and belonging, and prioritizes accessibility and justice to remove barriers, promote fair treatment, and catalyze action to create and drive meaningful change for all stakeholders in the new motor vehicle industry.
<b>Background</b>	On June 12, 2020, the California State Transportation Agency (CalSTA) issued a public statement which said, in part that it <i>“strongly condemns systemic racism and discrimination in all forms, including those historically entrenched in transportation. Enhancing the lives of all Californians – particularly people of color and disadvantaged communities – by connecting individuals to jobs, healthcare, education, and other opportunities lie at the heart of what we do and why. To that end, CalSTA firmly embraces racial equity, inclusion and diversity. These values are foundational to achieving our vision of a cleaner, safer, more accessible, and more connected future. We will be part of the solution. We will promote policies and programs that reflect principles of diversity, equity, and inclusion, and will work with stakeholders to identify areas of improvement. Through these and other efforts, transportation systems have the potential to achieve their intended purpose – to provide safe and equitable access to opportunity and truly enhance quality of life.”</i> As an organization operating under the oversight of CalSTA, NMVB is committed to following CalSTA's lead and being part of the solution by forming an Equity, Justice, and Inclusion Committee that first convened October 27, 2020.
<b>Purpose</b>	Improve NMVB operations and provide feedback for CalSTA by engaging with the new motor vehicle industry and its stakeholders in a call to action to address systemic racism, and individual and structural bias in policies and practices that routinely produce adverse outcomes for underrepresented and marginalized groups.

<b>Goals</b>	<ul style="list-style-type: none"> <li>✦ Engage in individual and group reflection and research to develop a land acknowledgement for cities where board meetings are held.</li> <li>✦ Develop and maintain an Equity Glossary of terms to be updated annually for accuracy and relevancy.</li> <li>✦ Develop and formally implement an equity lens assessment rubric for reviewal of Board proposed, new, and amended policies and practices.</li> <li>✦ Engage in individual and group learning and development opportunities throughout the year to increase awareness and expand knowledge of Diversity, Equity, Inclusion, Justice, and Accessibility principles.</li> <li>✦ Explore options to improve accessibility of all NMVB public meetings.</li> <li>✦ Examine the steps new motor vehicle franchisors can take to provide women, and other members of under-represented and marginalized groups access to flooring and ownership of their own franchised dealers.</li> <li>✦ Explore opportunities for women, and other members of under-represented and marginalized groups to be considered for exempt executive level positions within CalSTA and its departments.</li> <li>✦ Support NMVB staff with strategic plan objectives related to the advancement of the CalSTA Core Four priorities: Safety, Equity, Climate Action, and Economic Prosperity.</li> </ul>
<b>Deliverables</b>	<p>Progress will be tracked and documented in meeting minutes, board committee memos, strategic plan tracker, and CalSTA OKR status updates when related.</p>
<b>Meetings</b>	<p>Meetings are held in conjunction with General Board meetings and may be called as needed.</p>
<b>Roles and Responsibilities</b>	<p>Assistant Director and Equity Officer will provide resources to support team meetings and initiatives.</p>

	<p>NMVB staff sends invites, agendas, and minutes of the meeting.</p> <p>Members shall attend and come prepared to all meetings.</p> <p>All NMVB board members are final authority for all Committee decisions.</p>
<b>Amendments and Addendums</b>	<p>This charter is reviewed annually. Amendments and addendums may be approved with a member vote.</p>



Committee Chair



Committee Vice-Chair



Assistant Director and  
Equity Officer