

## Social Venture Partners Minnesota Equity Team Charter

**Amendment and Authorization:** This Charter shall not be amended except upon approval of SVP MN's Board of Directors. Adopted by the BOD on February 19, 2018.

### **Team Purpose:**

The Equity Team (the Team) drives SVP MN's equity lens framework, supports staff in this execution, and ensures a holistic organizational approach – with synergy between all committees'/teams' initiatives.

### **Team Responsibilities:**

The Team's primary duties and responsibilities include:

1. Possessing passion for SVP MN's equity value and related behaviors, and role modeling these behaviors and framework with our stakeholders
2. Developing and executing annual goals and strategies, as it relates to the "Learn → Integrate → Implement →" framework of the equity lens framework
3. Educating SVP MN partners and staff through various and diverse mediums, including but not limited to workshops, summits, other gatherings, newsletters, partner scoops, social media, and website page(s). Creating an intentional and appropriate ongoing sequence of messages and educational content.
4. Coordinating Committee/Team oriented initiatives with each group's "Equity Champion". Brainstorming ideas to share with these groups for their consideration. Current committees include – Programs, Development, Marketing, and Investment. Current teams include: Lead Partner/Lead Partner Coach, Rising Leaders, Partner Experience Design, Staff, and BOD.
5. Recruiting a pipeline of future Team members/Chair persons
6. Updating the Board at their quarterly meetings through a written report

### **Team and Membership Structure:**

1. The Team reports to the Board of Directors
2. The Team is chaired by an SVP partner (non-board or board member)
3. The Team consists of at least seven individuals, including a staff member, board member, SVP MN partners, and potentially a Twin Cities community member(s). Members are selected by the Chairperson, with nominations from Team members.
4. Standing Team members include one staff member and one board member. Staff member executes all communications relating to Team meetings.
5. Team members serve an annual term, without limit
6. Team members engage in roles that align with the advancement of various Team-determined priorities. Approximate time commitment is 7 hours quarterly.

### **Team Meetings:**

The Team will meet at least quarterly or as necessary and appropriate, with work executed by Team members between each meeting. Quarterly meetings will be scheduled annually to ensure maximum lead time for all members.