

Racial Equity Working Group Membership, Participation, and Group Decision-Making Guidelines

Washington Regional Association of Grantmakers' Racial Equity Working Group (REWG) is comprised of nearly 30 funders, representing independent, corporate, and family foundations, and other philanthropy-serving organizations. What unites us is a mission to understand and address anti-black racism in our region. The working group meets roughly every 6 weeks, and is currently focused on engaging with community to develop a vision for a racially equitable region; learning how to deliver effective narratives about racism in order to move new ideas and build bridges between sectors; and, deepening our own understanding of anti-black racism and building trust and relationships within our group. REWG welcomes and encourages other WRAG members to join this group.

General REWG Meeting Participation Guidelines

All individuals officially affiliated with a WRAG member organization are eligible to participate in the Racial Equity Working Group. However, because of the cumulative nature of REWG conversations and the expectation of a shared understanding of concepts related to racial equity and anti-black racism, WRAG members interested in getting involved with REWG will be asked to participate in a New Member Orientation session before attending a REWG meeting. New Member Orientations will be held on a quarterly basis. Exceptions to this requirement can be made at the discretion of WRAG staff or REWG co-chairs.

Unless otherwise specified, REWG trainings and retreats are open only to REWG's voting members (see explanation below).

Qualifications of Voting Members of REWG

Participants will be considered voting members of REWG, and therefore, eligible to participate in the group decision-making process, once they have:

- Participated in the Putting Racism on the Table learning series, either in-person or self-paced on www.puttingracismonthetable.org
- Participated in at least 3 REWG meetings in the last calendar year, following the New Member Orientation

Voting members are asked to sign and adhere to a written commitment to:

- Attend at least two-thirds of all REWG meetings and events a year
- Engage in REWG decision-making in a timely and informed manner

Group Decision-Making Guidelines

The Racial Equity Working Group will make significant decisions regarding group priorities, collective actions, public communications, leadership, or membership by consensus of the voting members of REWG.

- Decision-making will primarily take place at in-person meetings.
- If decisions are required outside of in-person meetings, they will be made via email and/or other remote methods.
- In the case of either in-person or remote decision-making, REWG co-chairs and WRAG staff will strive to get 100% participation from REWG's voting members.
- Understanding that 100% participation will not always be possible, at least 85% of REWG's voting members must participate in making any decision in order for it to move forward.