

Little People of America – Inclusion Committee Charter

Approved October 10, 2022

PURPOSE

In accordance with the Inclusion, Diversity, Equity, and Accessibility (IDEA) report from 2021, the Inclusion Committee was established and is represented on the Board by the Inclusion Director. The purpose of the Inclusion Committee is to center diverse member voices, especially those that have been multiply marginalized within LPA. We seek to recommend and implement strategies that will make LPA welcoming and inclusive to all members of the short statured community whether they are active paying members or not.

VALUES

- **Respect**
 - We believe that mutual respect should be the center of every idea, choice and action.
- **Intersectionality**
 - We believe in empowering the value of multiple lived experiences.
- **Belonging**
 - We believe in creating open minded brave spaces where access is at the center and transformative justice can prevent further harm. We must also empower and center the voices of Little People to strengthen the sense of belonging by all LPs.
- **Accountability**
 - We believe in holding ourselves and LPA leadership accountable to equity, social justice, and disability justice for our community.
- **Disability community connection**
 - Our interdependence with all disability issues, implores us to move forward disability rights and disability justice alongside the wider disability community.

COMMITTEE GOALS

- The Inclusion Committee shall be made up of a diverse group of Little People and/or LPA members including but not limited to Black Indigenous People of Color, LGBTQ+, immigrants, adoptees, as well as representation from different generations and different forms of dwarfisms.
- Hold LPA accountable to its diversity, accessibility, and equity work.
- Create an LPA that represents the diversity of its potential membership.

GOVERNANCE & COMMUNICATION

- The Inclusion Committee was established in 2021 following the recommendation of the Inclusion, Diversity, Equity, and Accessibility report.

- The Inclusion Committee will recommend a chairperson to be appointed by the LPA board. This role can be filled on a rotating basis. We believe in shared leadership models.
- The Inclusion Director is part of the Inclusion Committee and will represent the Inclusion Committee on LPA's board.
- Any member of the committee can make a motion to be voted on. Each motion requires a second to either:
 - be brought to a vote
 - motion to discuss
- Motions must pass with 2/3rds vote.
- Committee Members will meet/communicate bi-weekly with each other to discuss and implement on progress of goals and outcomes. This is subject to change based on the needs of the committee.
- All Little People and LPA members are welcome to join. Per LPA Policy, only active LPA members on the committee can vote.

RESPONSIBILITIES

Following from LPA Policy Manual: Standing Committees- Article VIII. Section C (Duties) #9

- Encourage and teach the personal practice to all members on how to be a disability inclusion advocate. (i.e. share pronouns, visual descriptions, land acknowledgments etc)
- Create a list of current Diversity, Equity, and Inclusion resources for the organization to help with the sustainability of inclusion initiatives. (i.e. organizations, books, podcasts, etc)
- Support & maintain any affinity groups that develop, (i.e. BIPOC Affinity Group, dwarfism specific groups etc)
- Advise the organization on sustainable accessible goals, (i.e. making websites and gatherings accessible for all people with dwarfism, including those with hearing loss, low vision and intellectual disabilities)
- Recommend how to use the Inclusion Committee fund annually.
- Develop the communications that will be shared with Membership in each LPA Newsletter. Regular communication to membership is crucial to bringing IDEA work throughout the entire organization.
- Connect with other committees to serve as ambassadors at all events with the role of making sure all are included and connected.
- Connect to organizations serving other marginalized communities to identify and bring in additional families of color and intersecting identities.
- Provide the board with a quarterly report to update them on their work and to formalize the continued commitment and role of the board in this work.

ANTICIPATED OUTCOMES

- Define Inclusion, Diversity, Equity and Accessibility for the organization.
- Support the development of LPA's IDEA Statement and webpage of their commitments.

- Sustainable affinity spaces.
- Living document of relevant IDEA resources.
- Recommend to the board the hiring of a racial equity trainer.
- Harm & Repair policy / process. (Transformative Justice Framework)
- Annual review of LPA's work towards achieving these goals. (Could use Strategic Plan & Charter)
- IDEA policies for LPA to implement at all levels of the organization.
- Cross-committee collaboration.
- Regularly disseminated communications to LPA Membership.