

# DEIB AFFINITY GROUP CHARTER

Diversity · Equity · Inclusion · Belonging

## BACKGROUND

In 2024, ICLS's DEIB Committee launched a pilot set of affinity groups reflecting: The reality that we live in a society where racism, sexism, homophobia, transphobia, and other prejudices pervade nearly every major institution, including the legal system; ICLS's commitment to fostering an environment that celebrates diversity, promotes equity, ensures inclusion, and cultivates a true sense of belonging for all staff; and the opportunity to create space and opportunities to support, improve, and be a leader in advancing the culture around equity and justice at ICLS and within the broader community.

## PURPOSE AND SCOPE

Our purpose is to support equitable opportunities for the advancement, inclusion, and belonging of marginalized identities and communities, including Latinx, Black, AAPI, LGBTQIA+, individuals with disabilities, all body sizes, neurodiverse individuals, religious minorities, immigrants, Indigenous peoples, older adults, parents/caregivers, socioeconomically disadvantaged individuals, and allies. This includes creating spaces for peer-to-peer mentoring, resource sharing, and increasing awareness of racism and bias in the workplace. We're committed to developing anti-racist advocacy, addressing intersectionality, informing policy and organizational decisions, and building a structured framework for affinity groups that includes staff at all levels.

## CORE VALUES

ICLS values all staff members for their unique lived experiences, believing each person is a vital contributor to achieving civil legal justice for our communities. We're dedicated to fostering a supportive network that values everyone's contributions, offering safe spaces for open discussion and learning. By promoting equity and justice, we aim to enhance the quality of life for everyone practicing law in Riverside and San Bernardino counties. Advancing social justice at ICLS relies on recognizing the critical intersectionality of gender, race, and other marginalized identities.



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## GROUP AGREEMENTS

**Establish Brave Space** - Lean into discomfort, engage in thoughtful dialogue, take responsibility for your impact, and extend grace whenever possible. We are here to learn in community with one another.

**Take Space/Make Space** - Be critical of the power differentials in the room. If you do not speak a lot, challenge yourself to contribute by speaking. If you tend to speak a lot, make space for others to participate and focus on listening.

**Honor Confidentiality** - Share themes and items learned outside of the space. NOTE: This agreement does not negate any preexisting requirement to share information with HR should statements be deemed as harassment or other actionable activity.

**Be Present** - Engage in active listening and be aware of your thoughts and feelings in the moment.

**Openness** - Check your preconceived notions at the door. Approach conversations from a place of curiosity and creative thinking rather than a point of frustration or judgment.

**Decision Making** - The affinity group will make decisions using a consensus-based approach reflective of the collective views of the group members.

**Understand the Difference between Intent and Impact** - Try to understand and acknowledge impact. Denying the impact of something said by focusing on intent is often more destructive than the initial interaction.

**Practice “Both/And”** - When speaking substitute “and” for “but.” This practice acknowledges and honors multiple realities.

