

Social Equity Subcommittee:

Preamble:

The Morgan Family has a long history of engagement with social equity issues, trying to make the world fairer and more inclusive. The Morgan Family Foundation seeks a just society in which all individuals have ample opportunity to thrive and outcomes are not determined by one's heritage, physical characteristics, beliefs, residence or inclusion in any particular group. We aim to reduce or eliminate unfair differences among groups of people and we advocate for positive change in attitudes, practices and policies that leads to equitable outcomes. Geographically our focus is on Central Minnesota.

Purpose:

To develop and implement, subject to Board approval, grantmaking and possible related activity to address the Morgan Family Foundation's interest in advancing social equity. The initial geographic focus for this work is St. Cloud, Minnesota and its immediate vicinity.

Membership:

The subcommittee shall be comprised of at least three members: at least two members of the board, and may include up to three others. This is considered a subcommittee of the Grants Policy Committee. The term of subcommittee service is one year, and members may serve successive terms without limitation. It is encouraged that membership on the subcommittee include multiple generations and at least two family (lineal and/or extended) members. The executive director and/or relevant program officer will serve as ex-officio non-voting members of the subcommittee.

Meetings:

The subcommittee shall meet at least four times per year or additionally as called by the chairperson of the subcommittee. As the work is getting started or grant interests change, meetings will likely occur more frequently, but no more often than monthly.

Key Responsibilities

1. Facilitate education of subcommittee members about social equity issues, and the rest of the MFF Board and staff as appropriate.
2. Develop and recommend to the MFF Board the proposed social equity grant program scope and priorities.
3. Develop and recommend the social equity grantmaking process to the Grants Policy Committee; execute the process and present grant recommendations to the MFF Board for approval.
4. Share information and insight about the social equity grantmaking results and impact with the Grants Policy Committee and/or MFF Board.
5. Expedite social equity grant decisions on occasion as authorized by the Board, which generally is limited to funding or inviting abbreviated applications of grant requests of \$10,000 or less.