

Policy on Committees and Working Groups

DATE OF EFFECT: 11-26-2025

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PURPOSE & SCOPE

This policy establishes a dynamic and transparent framework for committees and working groups that play a vital role in enhancing Board engagement and impact for Rural Artists Against Hate (RAAH). These committees help to focus discussions and decision-making on specific areas and delegate responsibilities. They leverage specialized expertise to translate the Board's strategic vision into actionable recommendations.

We aim to strike a balance between professional qualifications and personal, lived experiences to ensure that all individuals have equitable opportunities to participate on committees.

TYPES OF COMMITTEES

The Board, as a collective body, is preferred for making decisions. However, there are times when it is more effective to form smaller, focused committees to handle specific tasks. These committees are designed to enable more flexible, nimble decision-making and to ensure a deeper impact in specific areas.

1. Board Committees: These are standing committees created to assist the Board in fulfilling its responsibilities. They are composed entirely of Board members and are typically focused on core governance functions.

Board Working Groups: These are ad-hoc groups created for a limited time to address a specific task or issue. They may include Board members, artists, and other community members.

COMMITTEE AND WORKING GROUP AUTHORITY

Committees and Working Groups do not have the authority to make decisions on behalf of the Board unless such authority is explicitly delegated to them by the Board.

Their primary responsibility is to assist the Board in making informed, impactful recommendations. Committees and Board Working Groups are accountable to the full Board for their actions and recommendations.

COMMITTEE AND BOARD WORKING GROUP TERMS OF REFERENCE AND MANDATE

Every Committee and Board Working Group will be guided by a Terms of Reference document that will outline its membership, mandate, and duration.

The Terms of Reference will clearly define the committee's purpose, ensuring that its work is aligned with the broader strategic objectives of RAAH. The Board will be responsible for drafting the Terms of Reference for each committee, which will be submitted for approval to ensure all committees are set up for success and are clearly aligned with our organizational goals.

A committee may be established at any time via a board motion if its formation would enhance decision-making or bring specialized expertise to emerging issues.

POLICY ON COMMITTEES AND WORKING GROUPS

To ensure the continuous evolution of our practices, the Board will conduct a review of this policy at least once every two years as part of the Board, Committee, and Peer evaluation process.

This review will assess the effectiveness and impact of committees and working groups, ensuring that our governance structures remain aligned with the mission of Rural Artists Against Hate.