FEG Investment Advisors

Diversity & Inclusion Committee Charter

**General**

The purpose of this charter is to set forth the vision, objectives, composition, and governance of the Diversity & Inclusion (D&I) Committee of Fund Evaluation Group, LLC (FEG). This charter is established as an extension of the Culture Committee to formalize FEG’s commitment to D&I and to be purposeful in our efforts as we continue to grow.

**Vision**

FEG is committed to creating a safe and supportive culture in which all employees feel empowered, acknowledged, and valued.

**Objectives**

There is significant evidence to indicate that organizations with a strong D&I orientation experience outperformance versus non-diverse peers. Moreover, our lives become increasingly diverse and clients are more vocal about the need to work with organizations which share their values and commitments, there is significant value to be found in fostering and nurturing diversity and inclusion at the firm level.

In an effort to fulfill FEG’s mission to foster diversity and inclusion, the efforts of the D&I Committee will be in service of the following goals, as established by the committee:

* To attract, select, and retain a wide range of talent
* To prioritize the health, safety, and security of team members
* To provide team members with learning and development support
* To collaborate with other FEG committees to increase understanding and communications

**Composition**

The D&I Committee shall consist of at least 6 members with the 3 founding members, including the HR Manager, holding a permanent chair. Starting January 1, 2019, current non-permanent members will serve a minimum term of 1 year. Resignations of current members will be handled as needed.

The D&I Committee will seek to build membership across departments, tenure, and demographics.

All prospective members must have written or verbal approval from their managers to serve on the D&I Committee. Any committee member who receives an overall rating of 1 or 0 on their quarterly review will need written approval from their manager to continue to serve on the committee.

**Governance**

*Authority and Responsibilities*

The D&I Committee is responsible for formalizing and executing D&I efforts at FEG, including—but not limited to—firm demographics, strategies, communication, processes/procedures/policies, and community impact.

A permanent member of the D&I Committee will also serve on the Culture Committee.

The D&I Committee will meet at least once a quarter to assess initiatives, discuss the budget, and plan events.

*Reporting and Assessment*

The D&I Committee will submit regular reports to the Culture Committee and Leadership Team regarding the committee’s activities. Minutes of the meetings and other actions of the D&I Committee will be prepared and submitted for approval by the committee and will be furnished to the Leadership Team at regular intervals.

**Provision for Amendment**

The D&I Committee reserves the right to periodically review and reassess this charter and amend the language as deemed necessary.