

MPT EXTERNAL DEI ADVISORY COUNCIL

Charter

General

Maryland Public Television's External Diversity, Equity, and Inclusion ("DEI") Advisory Council has been established to discuss issues, challenge attitudes and promote changes that support DEI at MPT. The Council shall, among other things:

- Seek to understand and define MPT's specific DEI issues and goals
- Champion diversity and inclusion by reflecting upon our diverse community, examining our content, programming, marketing and promotion, community engagement, and staff orientation, as well as diversifying the MPT Foundation Board of Directors and the MPT supply chain vendors.

Roles and Responsibilities of the Council

The role of the Council is to provide the Maryland Public Broadcasting Commission, MPT Foundation Board of Directors, and staff with knowledge and information in support of MPT's stated DEI goals. The Council supplements the expertise within the organization and plays a critical role in establishing, monitoring, and (re) evaluating MPT's goals as they pertain to both internal and external DEI efforts.

To do this, the Council as a whole shall, among other things:

- Act as a sounding board for DEI and related initiatives
- Engage in idea generation
- Advise, support, and encourage staff in reaching stated DEI goals
- Identify risks and opportunities surrounding MPT's DEI efforts
- Provide feedback and input for the purpose of evaluating MPT's performance against stated DEI goals

As an advisory body, the External DEI Advisory Council has no decision-making authority but shall make recommendations and provide feedback to the Commission, MPT Foundation Board, and staff on issues relating to DEI.

Roles and Responsibilities of Individual Council Members

To contribute to the work of the Council, individual members shall, among other things:

- Actively participate in quarterly meetings, asking critical questions and providing insights on DEI matters
- Engage and foster external relationships and networks in support of MPT's DEI goals
- Participate in and/or observe presentations, events, etc., proactively and upon staff invitation to increase knowledge and stay abreast of current DEI trends
- Identify risks and opportunities surrounding MPT's DEI efforts

Membership

The Council shall be comprised of community leaders who reflect the diversity of the region. Members of the DEI external council are appointed by the President and CEO of Maryland Public Television for a term of three (3) years. The maximum number of Council members is eighteen (18).

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