



# DISABILITY LAW COLORADO

Protecting the rights of Coloradans of all ages since 1976

## **BOARD CANDIDATE INFORMATION OVERVIEW**

### **Time and Travel Commitment**

**BOARD MEETINGS:** Our Board meets every other month on the fourth Thursday from 4-6 p.m. Meetings have been remote, but the Board will consider whether and how often to meet hybrid in the future. Our remaining meeting dates for this year are in March, May, July, September, and December.

**COMMITTEE MEETINGS:** All Board members are expected to actively participate in at least one committee. These meetings are currently remote. The Committee chairs set dates and times. Most meeting times for the committees have been set for the year. Committee members are expected to follow through on work between meetings.

**EVENTS & ACTIVITIES:** When they can, Board members are asked to participate in DLC activities and events. These activities can include listening sessions with community stakeholders, attendance at legislative hearings, fundraising and outreach events. The DLC Executive Director and staff identify and schedule events where Board participation would be valuable, but we value Board members taking the initiative in identifying potential connections and representing DLC positively.

**REIMBURSEMENT:** Board members are reimbursed for reasonable costs under our government guidelines to attend Board meetings and outreach events. Costs include necessary travel, lodging, and meals. DLC also covers costs related to accommodation, including an attendant, interpreter or other support person, or the costs of specialized transportation when needed.

**MEMBERSHIP TERMS:** A full term is 3 years and membership cannot exceed 2 consecutive terms (6 years max). We require a one-year break before beginning a second set of terms. There are other term variances for specific circumstances in our bylaws.

### **Board Role**

The Board is responsible for providing high-level direction of DLC, including the establishment of broad policies and oversight of organizational health, both fiscal and operating.

The Board helps develop resources and funding for DLC. The Board hires the Executive Director and evaluates that leader annually. The Board does not become involved with the day-to-day operations, management, and administration of DLC.

Board members are expected to be positive ambassadors of DLC to their local communities.

We want to be sure that people who are interested in becoming Board members understand that they will not be influencing how DLC conducts its programming and administration, but instead they will participate in setting broad goals and direction, and they provide oversight.

### **Board Composition: What We Seek**

**PASSION FOR MISSION:** Board members must be personally committed to the mission and values of Disability Law Colorado

**DISABILITY:** The majority of the Board must be persons with, or family members of, people with disabilities. At least one member must be a person with a mental health disability or a family member of someone with a mental health disability.

**DIVERSITY:** DLC strives to create a welcoming and inclusive environment for individuals with diverse identities. We focus our services on injustices that occur at the intersection of disability and other marginalized identities such as race, cultural and ethnic heritage, gender, gender identity, gender expression, national origin, age, sexual orientation, age, and religious traditions. We believe our Board should be comprised of a rich composition of marginalized identities, representing the communities we serve to the greatest degree possible.

**NONDISCRIMINATION:** Disability Law Colorado is committed to equity across the organization, including the Board, and prohibits discrimination and harassment based on age (40 & over); ancestry; national origin or ethnicity, citizenship; immigration status; race; color; hair style or hair texture; marital, registered domestic partner or civil union status; pregnancy (including breastfeeding or related medical conditions); religion; sex; gender identity or expression; sexual orientation or an employer's perception thereof; wage disclosures; lawful off-duty, off-premises activities; because the person is a victim of a crime, domestic violence, sexual assault or stalking; military or veteran's status; disability; family or medical care leave status; or any other basis protected by federal, state or local law or ordinance or regulation.

**STATEWIDE:** Because DLC provides services across the state, geographic distribution of Board membership is important.

**SKILLS:** We seek individuals who bring experience and skills to the board, such as finance, marketing, communications, legal, human resources, fundraising/resource development, education, strategic planning, management, and community outreach.