# OpenInfra Diversity and Inclusion Working Group

## 2023 Charter Update Proposal: Redline Copy

In an effort to assert and facilitate the incorporation of diversity policies into its overall strategy, the Board of Directors of the ~~OpenStack~~OpenInfra Foundation ("Board") is committed to fostering an inclusive and welcoming place for all people to collaborate and drive innovation and design cutting-edge data center capabilities that provide solutions for our most pressing challenges.

This working group ~~will sponsor and create~~sponsors and creates programs that encourage diversity and inclusion by identifying and removing the barriers that keep us from having a diverse, thriving community. The programs recommended by this working group ~~will apply to the Board, OpenStack Open Infrastructure Foundation, Technical Committee, PTLs, Developers and the entire OpenStack Community~~apply to the board of directors, foundation members, project leaders, contributors, and their associated communities. Each program ~~will have~~has specific success metrics and the working group ~~will provide~~provides regular updates on all programs to the Board as well as the Community.

The diversity working group, like other Board committees, ~~will be~~is supervised by the Board who ~~will have~~has authority to approve its proposals. The Board may choose to exercise such authority by setting guidelines for the scope and implementation of such programs. The working group ~~will review~~reviews existing Foundation programs and policies on a regular basis to evaluate their performance and effectiveness. The working group ~~will collaborate~~collaborates with ~~the TC, User committee and the BoD~~Project Leadership and the Board to ensure that all programs are meeting their diversity and inclusion goals.

Diversity is defined as all the ways people differ from one another including race, color, religion, gender identity and expression, national origin, language, ancestry, age, disability, medical condition, genetic information, military and veteran status, marital status, sexual orientation and other aspects. This includes elements such as personal background, experiences, education, thinking processes, approaches to problem solving and experiences. The differences range from subtle nuances to very clear points of difference--this is the nature of diversity.