



NATIONAL ACADEMY OF PUBLIC ADMINISTRATION

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Standing Panel on Social Equity in Governance

This governing charter applies to the Standing Panel on Social Equity in Governance (referred hereinafter as Standing Panel on Social Equity) established within the National Academy of Public Administration (NAPA). It is intended to support the Standing Panel in carrying out its purpose, structure, and function.

1. Purpose and Focus

Standing Panels are authorized by the NAPA Board to support the work of the Fellows in carrying out the Academy's mission to advance the field of public administration. The Standing Panels meet regularly to discuss specific issues, learn from experts, and produce thought leadership.

The *Standing Panel on Social Equity* focuses on issues of fairness, justice, and equity in a variety of public contexts, including, but not limited to: education, policing, welfare, housing, and transportation. The Standing Panel consists of NAPA elected fellows and associate members, who can receive updates, exclusive content, and meeting invitations by joining its [mailing list](#). Non-Fellows may be invited to serve in a given year or to provide additional needed expertise or technical assistance for Academy studies and reports, partner with the Academy, or advance sponsored projects or activities.

The *Standing Panel on Social Equity* convenes annually at the Social Equity in Leadership Conference and at intervals and for purposes identified by the Steering Committee. At the annual meeting, the full standing panel shares best practices and innovative research on the grand challenges in public administration and advances strategies that foster social equity. Each year, before the annual meeting, a college or university is identified as a conference host and partners with the Academy and the Social Equity Standing Panel to implement the conference. The Academy President, in consultation with the Social Equity Standing Panel will select the host site for each year's conference. Additionally, the prior conference hosts are encouraged to disseminate and share knowledge on conference planning and implementation.

2. Participation

- a. Open to all Fellows. No formal membership roster but rather a listserv for each Panel.
- b. Non-Fellows may participate in public meetings of the standing panels.
- c. The Standing Panel on Social Equity in Governance encourages participation from other related organizations and partners.
- d. The Standing Panel on Social Equity in Governance engages a broad and diverse group of Fellows in the work of the panel.

3. Leadership: The standing panel chooses a Chair/Vice-Chair leadership structure. The Board endorses a leadership team structure that promotes continuity and flexibility over time.

Panel leaders are responsible to convene the Panel, manage the work of the Panel, and report to and respond to guidance from the Academy's Board of Directors. Panel leaders are also expected to support the Academy through annual charitable financial contributions as they are able.

a. Selection of Chair or Co-Chairs

i. Solicit volunteers, comment by Panel steering committee, confirmed by the Board.

ii. Prerequisite – Must be an Academy Fellow and active in the Panel.

b. Term for Chair/Co-chairs

i. Two-year term with optional renewal for a second term; a third term is permissible in extraordinary circumstances.

c. Selection of Vice-chair

i. Solicit volunteers, comment by Panel steering committee, confirmed by the Board.

ii. Prerequisite – Must be an Academy Fellow and active in the Panel.

d. Term for Vice-chair

i. Two-year term with optional renewal for a second term; a third term is permissible in extraordinary circumstances.

e. The terms shall, as nearly as possible, be staggered so that the NAPA Board Chair appoints the *Standing Panel Chair* in one year and the Social Equity Steering Committee elects the *Standing Panel Vice-Chair* in the following year.

f. The terms shall commence on January 1 of the year appointed or elected.

g. The Standing Panel Vice-Chair shall assume the duties of the Chair in the Chair's absence or incapacity and perform such duties as are assigned by the Chair.

h. The Standing Panel Steering Committee must review and approve strategic initiatives for key action programs or specific activities that require funding and align with the [Statement of the National Academy of Public Administration Standing Panel on Social Equity in Governance](#) (June 2020). The Academy President and the Academy Board Chair must then approve proposals for specific activities that require funding.

i. The Standing Panel recommends that Fellows serve in an active capacity on the Panel's Steering Committee for two years before being selected as Chair or Vice-Chair of the Panel.

j. The Steering Committee will review the governing charter annually.

k. Steering Committee

a. The Steering Committee shall support the planning and decision-making of the Standing Panel

- b. Responsibilities: develop annual work plan in partnership with Panel leadership team; provide support to Standing Panel leaders; lead Panel projects; provide additional support to the panel as required; regularly attend meetings as called by the Panel leadership team.
- c. Prerequisite: Must be Academy Fellows.
- d. Selection: The Panel leadership team selects their steering committee of 13 members

4. Frequency of Panel meetings

- a. The full Panel meets at least quarterly.
- b. The Steering Committee generally meets monthly, at the direction of the Panel leadership team.

5. Requirements of Standing Panels

- a. Align with and support [Foster Social Equity](#) Grand Challenge in Public Administration
- b. Produce an annual plan to guide panel meetings and activities no later than Dec 1 of each year for the following calendar year for approval by the Board. The annual plan must include actions or steps the panel will take to help the nation meet at least one of the Grand Challenges in Public Administration.
- c. Submit a written annual report to the President of NAPA no later than January 15 of each year for the preceding fiscal year (Oct 1-Sept 30).
- d. Provide periodic reports to the Board as requested.

6. Record of meetings

- a. Written minutes and/or a video recording of the proceedings of each meeting should be prepared and provided to Academy staff and retained for at least three years for the Academy's internal records. Panels desiring a video recording of their meeting should coordinate with their designated Academy staff member in advance.
- b. Panel leaders may determine whether or when and how to make the recorded content of meetings public. Academy staff will assist with posting content on the Academy's website or sharing through other distribution channels.

7. Authorities

- a. Schedule and conduct meetings as desired/required.
- b. Identify and invite outside speakers and/or participants to meetings as desired.
- c. May establish ad-hoc working groups to accomplish specific tasks or projects.
- d. May request administrative or financial support from the President of NAPA for specific Purposes.

- e. May engage in fund-raising for specific purposes (i.e. conferences or projects), but only with advance approval by the President of NAPA.

8. Restrictions

- a. Subject to oversight by the Board of Directors (bylaws Art VI, Para 3).
- b. May not obligate NAPA financially, contractually, or in any fashion.
- c. Panels are not permitted to speak on behalf of the Academy.
- d. Standing panels are not committees of the Board and may not act on behalf of the Board.
- e. All resources generated are property of NAPA and subject to approval by the President of NAPA and the Board of Directors before expenditure. No standing panel may hold any resources in its own right.
- f. Any written products produced by the panel and intended for public distribution must be approved by the Academy President before being released.

Sponsored Programs and Activities

As a Standing Panel on Social Equity in Governance, following the onset of the pandemic, epidemic of racism, and killing of Mr. George Floyd, members of the Academy's Standing Panel and other NAPA Fellows resolved "to help eliminate systemic racism, unconscious bias, and every form of discrimination in the development, implementation, and evaluation of policy in the United States." As a collective, we are committed to lending our expertise and experience to redress racial and ethnic disparities that shape outcomes for people based on the color of their skin. In doing so, we accept big, bold, brave ideas for sponsored programs and activities that align with our strategic imperative: *To foster social equity*.

Beyond the idea to *foster social equity* with drive and know-how, **proposed actions** for consideration by the Standing Panel should include funding options for developing partnerships, securing additional resources, and identifying time-on-task by way of a project schedule or logic model to illustrate the theory of change.

Our urgent and immediate *action agenda* includes but is not limited to the following activities:

- a. Ensure that Academy evaluations of governmental programs, whether administered at the Federal, State or local level, identify and recommend the elimination of policies and practices that have unjust racial impacts on individuals and families;
- b. Develop and promote a framework to identify and eliminate policies and practices in existing and pending laws, regulations, and policies that have unjust racial impacts on individuals and families;
- c. Hold Public Administrators and elected officials accountable for dismantling systemic racism and eliminating bias as well as achieving equitable results;
- d. Reimagine how programs are administered to focus on the desired outcomes, rather than what's easy to measure. For instance, while it is important to know how many people are served by a particular program, it is far more important to know what percentage of the population are thriving based upon that program;

- e. Ensure racial equity is not marginalized within discussions on diversity, equity, and inclusion;
- f. Ensure that our own organizations are led and staffed to represent the diversity of the populations they serve and that our programs are free of bias, and encourage everyone in government to do the same;
- g. Use the Academy's convening ability to promote action on issues that foster social equity by educating others and ourselves about new perspectives and best practices, by sponsoring an ongoing series of publicly accessible programs online, and when circumstances permit, in person, and invite everyone reading this statement to participate in this agenda; and
- h. Affirm that we are totally transparent and accountable to the public in how we achieve each of these principles.

*The National Academy of Public Administration is a congressionally chartered, non-profit, non-partisan organization with a vision to **make government work and work for all**, and our charter demands that we examine and address critical issues in governance. We, as fellows of the Academy, have been elected based upon our achievements in public service in government, academia, and related areas. All of us have devoted our entire careers to helping governments serve the needs of the public and to teach and inform the people who provide these services. The Academy stands ready to provide leadership and assistance in realizing our democratic ideal of equality. (An excerpt of the **Statement of the National Academy of Public Administration Standing Panel on Social Equity in Governance** which was signed by more than 200 Academy Fellows and made available by the National Academy of Public Administration online at https://napawash.org/uploads/Statement_of_the_Standing_Panel_on_Social_Equity_in_Governance.pdf).*