

2022/2023 ILFI Organizational Equity Technical Advisory Group Scope of Work

ILFI's community of practice is vital to informing the technical development, continued industry leadership, and transparency of ILFI's programs. Members of ILFI's Technical Advisory Groups (TAGs) are critical volunteer partners that represent industry leadership and deep technical expertise in relevant topic areas and are able to weigh in on decisions pertaining to the development or implementation of ILFI's program requirements.

True sustainability has always been about a balanced attempt to consider the Triple Bottom Line (TBL) in policy development and implementation. Often referred to as the three P's (People, Profit, Planet) or the three E's (Equity, Economics, Environment), most sustainability initiatives have focused only on environmental and economic concerns. A clear and concerted effort to address social equity issues has been generally absent in most businesses, organizations, and institutions.

ILFI's Just Program was developed to fill in that gap, offering a voluntary disclosure and benchmarking tool for organizations, businesses, and institutions focused on the built environment and allied industries.

The goals of the Just Program are to:

1. elevate the discussion around social justice concerns in all organizations;
2. create a common language and measurement framework for social justice issues;
3. elevate the cause of those individuals and activists who lead on these issues;
4. improve the HR policies and practices of thousands of organizations worldwide; and
5. make life better for workers from all walks of life.

Just forwards these goals by providing a social justice transparency platform for organizations to disclose their policy statements and progress on a number of human resource and community stewardship practices. The Just label is comprised of 22 specific social and equity indicators that are housed within these six general categories: diversity + inclusion, equity, employee health, employee benefit, stewardship, and purchasing.

The Just Program is integrated into the Equity Petal of the Living Building Challenge, Living Product Challenge, and the Core Green Building Standard, which requires that at least two of the project team members have a Just label for their organization. The Just Label is also accepted for certain credits within the LEED and WELL building certifications.

The goal of the Organizational Equity Technical Advisory Group is to inform, review, and provide feedback on the evolution of ILFI's Just program. TAG members will advise ILFI on strategic and structural considerations for shaping the program. They will also advise on technical questions such as developing non-binary but auditable metrics to encourage expansive gender diversity; devising meaningful, broadly applicable metrics for engagement, inclusion, and well-being; and identifying additional pathways for demonstrating equitable purchasing and supply chain protocols.

Expertise is sought in the areas of Diversity, Equity, and Inclusion (DEI); HR practices and policies; Equal Employment Opportunity Commission (EEOC); employee benefits; wellness/thriving leadership and strategies; employee engagement; purchasing and supply chain; wage equity; freedom of association; and community engagement/volunteering. Experience with the built environment may be beneficial but is not required.

Meetings are envisioned to occur 6 times per year for 1.5-2 hours per meeting. Review of and feedback on materials and proposals will also be requested between meetings. Additional voluntary working groups to focus on select topics may be established as needed.