

Inclusion & Diversity Committee Charter

updated 10.27.2022

Strategic Plan Goal:

Foster an inclusive, diverse, and equitable organizational culture for all NPN members.

Purpose:

The purpose of the Inclusion & Diversity Committee is to be a driver for real organizational transformation to ensure all who interact with NPN feel a sense of belonging and that NPN keeps Inclusion, Diversity, Equity and Belonging (I, D, E & B) at the forefront of every project, program, campaign, messaging, and initiative we undertake. This committee shall be responsible for researching, developing, proposing, and educating staff, leadership and membership on mechanisms that will create a supportive, positive, and inclusive environment for all who interact with NPN. This committee shall continually coordinate with all NPN committees and the Operations Team to ensure I, D, E & B is interwoven to the NPN Strategic Plan goals, objectives, strategies and guiding principles.

The I&D Committee will also play an integral role in defining diversity in the unique context dictated by NPN, and will refine this definition as organizational needs evolve. Additionally, this committee will be responsible for executing the strategy to position NPN Parent Leaders as the Subject Matter Experts (SME) outside of the organization, and will help identify NPN as a resource externally as resource for I, D, E & B in the NICU space.

The committee shall always consider the various types of organizations represented, phase of organizational and leadership development present within our membership, unique and diverse needs of the communities NPN members serve, and the overarching competencies required of professional NICU Parent Leaders.

Membership:

The committee shall consist of two Co-Chairs. One Co-Chair shall be an NPN Board of Directors representative and the other Co-Chair shall be a representative from NPN membership.

Committee members must be current NPN members. There should be no fewer than 5 members on the committee and members shall serve a minimum of two year terms. There is no limit to the number of terms a member can serve. All committee members are expected to attend 80% of all committee meetings within each calendar year. If a

committee member can not attend a meeting, written notice to the committee Co-Chairs and NPN Admin is requested at least 24 hours in advance.

(Co-Chair responsibilities and terms are listed here: [Co-Chair & Committee Member Expectations](#))

Primary Responsibilities:

Primary responsibilities of the Inclusion & Diversity Committee include but are not limited to:

- Reviewing NPN website language, messaging, imaging and proposing updates to align with I & D strategic plan goal
- Drafting, implementing and monitoring Action Plans to align with each stated strategy related to I & D
- Coordinating with Executive Director on overseeing, developing, and planning the monthly Friday Feature - Let's Talk about Race discussion series
- Identifying additional opportunities to engage and facilitate discussions about diversity in the NICU space
- Assessing & understanding existing attitudes and cultural norms within NPN related to I & D
- Proposing learning opportunities & transformational organizational shifts to address gaps and deficiencies