



Diversity, Equity, and Inclusion (DEI) Committee

What does the DEI Committee do?

- Understands, upholds, and supports the mission, objectives, policies, procedures, and strategic plan of ANNA.
- Improve members' lives through education, advocacy, networking, and science to increase diversity, increase cultural humility, and reduce implicit bias within the organization and areas of influence.
- Influence kidney health by engaging within the communities we serve to address healthcare equity and advocate for improved access to nephrology healthcare and education for all.
- Builds a Diverse and inclusive association that will ensure that our practices and policies do not allow, condone, or result in discrimination.
- Create an ongoing educational process to build DEI competencies.

Are there specific qualifications to be on the committee?

- Full Member of ANNA for one (1) year.
- One (1) year commitment.
- Current certification in nephrology nursing preferred.
- Member who can represent ANNA's diverse community and who are passionate. Persons of interest should be able to note or discuss how they have impacted diversity issues within their organizations or other related fields and/or have ideas for advancing equity, diversity, and inclusion are invited to apply to join the Committee.
- Describe your understanding of diversity and why it is important to this position.

Additional knowledge and skills include:

- Understanding of the need to maintain confidentiality.
- Knowledge of software and access to computer-facilitated communication for email and word processing.
- Selection will take into consideration to include diversity among members to include people of color, millennials, single parents, veterans, LGBTQIA, men, and age diversity due to ageism.

How long is the commitment for this role?

- Committee Members are appointed for a term of two (2) years with an optional reappointment of one (1) or two (2) years, at which time the member must rotate off the committee for at least one (1) year.

How/when does the committee meet?

- Committee meets via scheduled conference calls.

What are the expectations of a committee member?

- Understands, upholds, and supports the mission, objectives, policies, procedures, and strategic plan of ANNA.
- Assists the Chairperson in review and revision of policy and procedures.
- Assists in implementation of strategic plan and action plan.
- Attends at least 75% of pre-scheduled conference calls or discusses ability to continue as effective member with Chairperson.

How much time, in general, is spent on committee work each month?

- The time varies, but usually no more than 1-2 hours per month.