

Policy	11.02.30
Revised	New
BOD Reviewed and Approved.	12/20
Substituted for	New
Original Date.....	10/20

ROLE DESCRIPTION

A. ROLE TITLE: DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

B. OVERALL PURPOSE AND OBJECTIVES OF ROLE

1. Understands, upholds, and supports the mission, objectives, policies, procedures, and strategic plan of ANNA.
2. 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.
3. 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.
4. Builds a Diverse and inclusive association that will ensure that our practices and policies do not allow, condone, or result in discrimination.
5. Create an ongoing educational process to build DEI competencies.

C. COMPOSITION

1. Committee
 - a. The Committee shall be composed of:
 - (1) Chairperson
 - (2) Chairperson Designate
 - (3) Five (5) additional members
2. Chairperson
 - a. Selection Method: Refer to Bylaws Article VII, Section B. Appointed by the National President-Elect, with approval by the Board of Directors (BOD).
 - b. Qualifications:
 - (1) Full Member of ANNA for two (2) years with nephrology nursing experience.
 - (2) Current certification in nephrology nursing preferred.
 - (3) Previous experience as an ANNA chapter officer or committee member.
 - (4) Member who can represent ANNA’s diverse community 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.

- c. Selection Criteria:
 - (1) Knowledge of ANNA organizational structure.
 - (2) Understanding of the need to maintain confidentiality.
 - (3) Demonstrated ability to lead a group.
 - (4) Knowledge of software and access to computer-facilitated communication for email and word processing.
 - (5) Selection will take into consideration to include people of color, millennials, single parents, veterans, LGBTQIA, men, and age diversity due to ageism.

3. Chairperson Designate

- a. Selection Method: Refer to Bylaws Article VII, Section B. Appointed by the National President-Elect, with approval by the BOD.
- b. Qualifications:
 - (1) Full Member of ANNA for two (2) years with nephrology nursing experience.
 - (2) Current certification in nephrology nursing preferred.
 - (3) Previous experience as an ANNA chapter officer or committee member.
 - (4) Member who can represent ANNA's diverse community 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.
- c. Selection Criteria:
 - (1) Knowledge of ANNA organizational structure.
 - (2) Understanding of the need to maintain confidentiality.
 - (3) Demonstrated ability to lead a group.
 - (4) Knowledge of software and access to computer-facilitated communication for email and word processing.
 - (5) Selection will take into consideration to include people of color, millennials, single parents, veterans, LGBTQIA, men, and age diversity due to ageism.

4. Committee Members

- a. Selection Method: Selected by the Chairperson based on the following processes.
 - (1) Promoted to ANNA members.
 - (2) Members can either be nominated by someone else or self-nominated.
 - (3) Potential candidates can either accept or decline the nomination.
 - (4) Acceptance of the nomination would lead the person to questions and the essay portion of the application, including:
 - a. Preferred Pronouns
 - b. Languages You Speak
 - c. Why would you like to serve on the Health Equity, Diversity, and Inclusion Committee?
 - d. What skills do you bring to the Committee?
 - e. What areas of focus are of most interest to you – Education, Recruitment & Retention, Leadership, Outreach?
 - f. What else would you like to share about yourself?

- b. Qualifications:
 - (1) Full Member of ANNA for one (1) year.
 - (2) One (1) year commitment.
 - (3) Current certification in nephrology nursing preferred.
 - (4) 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.
 - (5) Describe your understanding of diversity and why it is important to this position.
- c. Selection Criteria:
 - (1) Understanding of the need to maintain confidentiality.
 - (2) Knowledge of software and access to computer-facilitated communication for email and word processing.
 - (3) 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.
- d. Number of Committee Members: A minimum of seven (7) members including the Chairperson Designate.

D. TENURE

- 1. The Chairperson is appointed to serve a two (2) year term – one (1) year as Chairperson Designate, followed by one (1) year as Chairperson. May be reappointed.
- 2. 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.

E. GOVERNED BY CONSTITUTION AND/OR BYLAWS

Article V & Article VII.

F. ATTENDANCE EXPECTED AT THE FOLLOWING MEETINGS:

- 1. Chairperson
 - a. National Symposium (outgoing).
 - b. Orientation Webinar as required by the President-Elect (incoming/midterm).
 - c. Committee conference calls.
 - d. Own local ANNA chapter meetings.
- 2. Chairperson Designate
 - a. Orientation Webinar as required by the President-Elect (incoming).
 - b. Committee conference calls.
 - c. Own local ANNA chapter meetings.

3. Committee Members

- a. Committee conference calls.
- b. Own local ANNA chapter meetings.

* **NOTE** – Complimentary registration and/or expense reimbursement to ANNA meetings is provided per Policy & Procedure 4.18, *Complimentary Registration and Expense Reimbursement for ANNA Meetings*, and Policy & Procedure 4.19, *Withdrawal of Complimentary Registration and Expense Reimbursement to ANNA Meetings for Non-Functional Committee Member*.

G. RESPONSIBILITIES OF CHAIRPERSON

1. Understands, upholds, and supports the mission, objectives, policies, procedures, and strategic plan of ANNA.
 - a. Serves as a standing Committee Chairperson.
 - (1) Ensures development, revision, and implementation of annual action plan, congruent with the *Nephrology Nursing Scope and Standards of Practice*, to promote the strategic plan.
 - (2) Obtains input from the Board Liaison and appoints committee members.
 - (3) Provides meeting and conference call schedule at the beginning of the fiscal year.
 - (4) Disseminates information as needed, including but not limited to agendas, meeting minutes, conference call information, background information, articles, and other information as requested.
 - (5) Conducts meetings keeping agenda on track and honoring time commitments.
 - (6) Provides the following for *ANNA Update*:
 - Annual Report
 - Additional articles as needed or otherwise requested
 - (7) Reviews role description of position as requested and proposes changes to the National Secretary.
 - (8) Reviews policies and procedures pertinent to the position as requested and proposes changes to the National Secretary.
 - (9) Submits written status report prior to BOD meetings and as requested to the Board Liaison. Notifies the Board Liaison immediately of significant changes or problems.
 - (10) Submits yearly budget and budget for special projects to the National Treasurer. Follows all budget guidelines as directed by ANNA Policy & Procedure.
 - (11) Reviews, evaluates, and responds to all materials received.
 - (12) Prepares and presents ideas, problems, solutions, or programs of organizational and professional interest to the Board Liaison for consideration.
 - (13) Assumes responsibilities delegated to him/her by the National President or BOD.
 - b. Recognizes and advises the Board Liaison of changing outside influences which may influence the decisions of the BOD.
2. Mentors and orients the Chairperson Designate.

H. RESPONSIBILITIES OF CHAIR DESIGNATE

1. Understands, upholds, and supports the mission, objectives, policies, procedures, and strategic plan of ANNA.
2. Assists the Chairperson in review and revision of policies and procedures.
3. Assumes responsibilities delegated by the Chairperson.
4. Reviews and offers suggestions for change of strategic plan and action plan and assists in its' implementation.
5. Participates in orientation to the role of Chairperson.
6. Assumes role of Chairperson after National Symposium.

I. RESPONSIBILITIES OF COMMITTEE MEMBERS

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

J. RESPONSIBILITIES OF MANAGEMENT FIRM

1. Distributes correspondence at the request of the Chairperson.
2. Assists with implementation of strategic plan and action plan.

K. LINES OF COMMUNICATION

Refer to the organizational chart.