NAEMSE Diversity, Equity, Inclusion, and Belonging (DEIB) Committee Charter

Charter Version: 1.0, mm.dd.2024

Mission: The primary mission of this Diversity, Equity, Including, and Belonging (DEIB) committee is to advocate for equity in EMS education. This committee is comprised of active NAEMSE members. The DEIB committee seeks to promote resources for NAEMSE’s membership that support its mission to inspire educational excellence and to reflect the association’s values.

Boundaries: The DEIB Committee does not serve as a governing body of the association. The members of this committee alone do not officially represent the association. Committee participation is voluntary. This committee and each committee member serve at the pleasure of the Board of Directors.

Committee Members:
Selection and term lengths of Committee Co-Chairs are governed and informed by Association By-laws.

Committee Leadership:

1. Board Co-Chair
   a. Serves as committee liaison to the Board of Directors and Executive Director, and provides leadership and direction for committee function and governance.

2. Membership Co-Chair
   a. Serves as representation from membership; may serve as committee liaison to the Board of Directors and Executive Director in the recognized absence of the Board Co-Chair, and provides leadership and direction for committee function and governance.

3. Secretary
   a. Solicited from committee membership and selected by the Co-Chairs, serves to keep committee meeting minutes and facilitates committee proceedings.
Committee Membership:
1. Open committee membership to active NAEMSE members.
2. Committee members maintain committee membership by attending at least 50% of committee meetings over a two-year period, and falling below this threshold could result in being removed from committee membership.

Administrative Support: This committee will receive general administrative support from NAEMSE staff; this support is generally limited to scheduling official virtual or physical committee meetings, printing/distributing finalized committee documents such as agendas, maintaining committee rosters, and digitally storing official committee proceedings such as finalized meeting minutes.

Roles and Responsibilities: The DEIB Committee will:
1. Develop educational resources to infuse concepts of diversity, equity, inclusion, and belonging into teaching practice.
2. Engage in initiatives contributing to diversity, equity, inclusion, and belonging in the EMS classroom and profession.
3. Provide expertise and mentorship for diversity, equity, inclusion, and belonging practice and policy development.

Subcommittee and Workgroups: The charter for this Committee does not specify the construct of any subcommittees or workgroups. Subcommittees or workgroups may be formed ad hoc as determined by the Co-Chairs based on a need or specialty project.

Indicators: The DEIB Committee has the following defined indicators related to Roles and Responsibilities:
1. Meeting attendance of at least 50% of committee membership annually.
2. DEIB educational content that is developed or revised.
3. Engagements with association membership and/or stakeholders focused on DEIB.
4. Development or refinement of practice or policy statements.

Additional measures for formed ad hoc subcommittee(s) and workgroup(s) need to be defined by committee Co-Chairs as part of the process of establishing those groups. Additional committee, subcommittee(s), and workgroup(s) measures may be established by the Board of Directors.

Deliverables: The DEIB Committee will have the following annual deliverables:
1. Year in Review document submitted to the Board of Directors annual board meeting at Symposium. This document is intended to summarize the committee’s work, contribution to the association and EMS education profession in meeting the committee’s roles and responsibilities, and performance based on committee
indicators. The committee’s Year in Review document will then be published in Educator Update.

a. To be submitted to NAEMSE’s Executive Director at least 30 calendar days before the start of Symposium.

2. An article for each Educator Update related to the committee’s mission, ad hoc subcommittee(s) or workgroup(s), or contribution(s) to the association.

   a. Submitted based on Educator Update publication timeline.

3. A webinar or similar presentation to NAEMSE membership related to the committee’s mission, ad hoc subcommittee(s) or workgroup(s), or contribution(s) to the association.

   a. Scheduled and coordinated with NAEMSE Staff Liaison.

**Meetings and Communication:** The DEIB Committee will meet at minimum twice a year, with one virtual meeting and one in-person meeting at Symposium. Meetings will be scheduled and communicated in advance. Additional meetings may be scheduled as determined by the Committee Co-Chairs. Communications will primarily be electronic using emails registered with NAEMSE.

**Committee Ground Rules:** To promote a respectful, productive, and association-focused environment to the mission of NAEMSE and this committee, members of the committee have agreed upon the following ground rules:

1. We will listen actively to each other.
2. We will respect the thoughts, ideas, time, and concerns of others.
3. We will allow all members to actively participate in discussions, evaluations, and the generation of ideas.
4. We will respect each other’s ideas by allowing only one person to speak at a time.
5. We will focus on understanding concerns, opportunities for improvement, and sound education principles.
6. We will focus on ideas that are constructive and focused on advancing EMS education as a profession and evidence-based EMS practice.
7. We will work to resolve conflict by understanding opposing views, being respectful of dissenting opinions, transparency in data and establishing fact, and professional communications.
8. We will not undermine or discredit the efforts, purpose, and work of this committee or association.
9. We will make every effort to begin and end meetings on time and free of distractions.
10. We will work to champion a committee and association that supports membership, EMS learners, and all types of EMS educators.