

Title: Committee: Diversity, Equity, Inclusion Committee	Number:
Cross Reference: Ad Hoc Committee	
Approved by: Texas State Council Board of Directors	Origination Date: 01/05/2022
Revised by: Diversity, Equity, Inclusion Committee	Approval Date: 2025
	Revision Date: 01/14/2022

I. PURPOSE:

The purpose of the Diversity, Equity, Inclusion (DEI) Committee is to assess the experiences and educate Texas emergency nurses on topics related to diversity, equity, and inclusion within the emergency nursing community in the places they live, work, and play.

II. BACKGROUND/DEFINITIONS:

This list of key terms is a starting place for mutual understanding and dialogue.

Diversity includes all ways people differ, and it encompasses all the different characteristics that make one individual or group different from another. A broad definition includes not only race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives and values. (Harvard Human Resources)

Equity ensures that all individuals receive just and fair inclusion into a society in which all can participate, prosper, and reach their full potential. Equity creates conditions where all individuals are allowed authentic engagement into a society (i.e., local community, place of employment, profession, etc.) where their viewpoints and opinions are valued. (Harvard Human Resources)

Inclusion: Authentically brining traditionally excluded individuals and/ or groups into processes, activities, and decision/policy making in a way that shares power and ensures equal access to opportunities and resources. (National Association of Colleges and Employers)

1. Membership: Current active ENA member

2. Qualifications of Chairperson/Vice-Chair:

- a. Have attended at least two (2) Texas State Council General Assembly meetings in the previous year.
- b. Current member of the committee.

Terms of Office: 3 years

- a. Year 1 – Vice-Chair
- b. Year 2 – Chair
- c. Year 3 – Chair with Vice-Chair

3. Composition: The DEI Committee shall consist of the following who shall be appointed by the Texas State Council President and approved by the Texas State Council Board of Directors (BOD)

- a. Chair
- b. Vice Chair
- c. Committee members
- d. State Council BOD Liaison

4. Vacancies

- a. Chair – Filled by the current Vice-Chair
- b. Vice-Chair – Appointed by the Texas State Council President and approved by the Texas State Council BOD.

III. PROTOCOL/PROCEDURE:

The Diversity, Equity, Inclusion Committee will:

- 1. Assess the experiences of Texas emergency nurses related to diversity, equity, and inclusion within the emergency nursing community.
- 2. Determine barriers and challenges to promoting DEI within the Texas emergency nursing profession.
- 3. Disseminate and implement strategies with the Texas ENA Board to improve DEI within the Texas emergency nursing community.

The **DEI Chair** has the following responsibilities:

- 1. Develop and distribute meeting agendas and reports from committee meetings.
- 2. Conduct and chair Committee meetings quarterly and as needed to complete identified tasks.
- 3. Deliver a quarterly written and oral report on behalf of the committee at State General Assembly meetings. Written reports must be entered into Google Drive or other state specified means.

4. Develop and submit for approval an annual committee budget.
5. Serve as mentor to Vice-Chair

The **DEI Vice Chair** has the following responsibilities:

1. Assist the Chair as requested with the above duties.
2. After serving as Vice-Chair, be willing to seek appointment as Chair the following year at the discretion of the Texas State Council BOD.

The Committee **Members** has the following responsibility:

1. Assist the chairperson in meeting the committee's purpose and charges.
2. Contribute meaningful dialogue regarding the current state of Texas emergency nursing practice specific to diversity, equity, and inclusion within healthcare.
3. Provide input and direction to the DEI Committee and Chairperson regarding topics of interest, concern, and focus.

References:

Harvard Human Resources: Diversity, Inclusion and Belonging (DIB) Glossary of Terms:
https://edib.harvard.edu/files/dib/files/dib_glossary.pdf

The Language of Identify: Using Inclusive Language (University of Missouri):
<https://diversity.missouri.edu/wp-content/uploads/2018/07/inclusive-language.pdf>