

## Diversity, Equity, and Inclusion Committee

### Action Plan

The Diversity, Equity, and Inclusion (DEI) Committee is established to promote a culture of inclusivity and belonging within the association, ensuring equitable representation, access, and opportunities for all members.

#### Duties

1. **Increase Representation:** Enhance diversity within the association's leadership, committees, and membership to reflect the broader community.
2. **Foster Inclusivity:** Develop a welcoming environment where all members feel valued, heard, and empowered.
3. **Promote DEI Awareness and Education:** Provide ongoing DEI-related resources, training, and development opportunities for all members.

#### Composition

For a well-rounded Diversity, Equity, and Inclusion (DEI) Committee, the composition should be diverse and representative of the membership base, with a mix of professional backgrounds, demographics, and experiences.

- A chair appointed by the President.
- Eight (8) to twelve (12) members appointed by the President.
  - **Member Representatives (6-9 members)**
    - Represent different member demographics, including various ethnicities, genders, ages, and practice modalities.
      - Include members from various practice types, such as public health, academia, and private practice, to ensure broad input.
      - Include members from underrepresented groups and those from different regions or practice sizes to ensure broad representation.
      - Aim for a balance across gender, ethnicity, career stages, and geographic locations to reflect the association's full membership.
  - **Senior Leadership Representative (1-2 staff)**
    - Ensures alignment with the association's mission and strategic goals and provides access to executive perspectives.
    - A senior leader or board member with decision-making authority to support initiatives and help advocate for necessary resources.

- **Professional Dental Association Representatives (1 per association)** - In addition, one (1) representative from each of the recognized dental specialties as listed by the national Commission on Recognition of Dental Specialties and Certifying Boards, one (1) representative from the New Jersey Academy of General Dentistry, and one (1) representative from any recognized professional dental association including hygiene and assisting may serve on the committee.
- **External DEI Advisor (Optional, 1)**
  - An expert in DEI (external to the organization) who can provide guidance on best practices and an objective view on DEI goals.
  - Could be invited periodically to advise on specific projects or the overall DEI strategy.

### Time Commitment

The committee meets as needed, but no less than 4 times per year. The duration of the meetings is one (1) hour to two (2) hours.

### Participation Expectations

**Terms:** Appointment is for one (1) year terms.

**Attendance:** Regular attendance at committee meetings is expected, and failure to attend at least 75% of the scheduled meetings annually may result in consideration for dismissal from the committee.

**Engagement:** The Diversity, Equity, and Inclusion (DEI) Committee is committed to fostering a welcoming environment where every association member feels valued, respected, and empowered. Celebrating diverse perspectives and backgrounds, we recognize that our differences strengthen our organization and enrich our collective impact. Through collaborative initiatives, education, and inclusive policies, we aim to build a culture where all voices are heard, promoting equitable access and opportunity for every member. We invite everyone to join us in advancing a vision of diversity and inclusion that reflects the richness of our profession and the communities we serve.

**Conduct:** The Association is committed to the principle that all individuals should be treated with dignity and respect. The Association strongly disapproves of any action or

conduct by members or employees which constitutes harassment of an individual on account of race, sex, sexual orientation, disability, age, religion, national origin, or any other characteristic protected by law.

### Resources

**Chair:** Natalie Nebblett

Phone number: 732-462-0700

Email: [drneblet@gmail.com](mailto:drneblet@gmail.com)

**Staff Liaison:** Alex Horn

Phone number: 732-422-2717

Email: [ahorn@njda.org](mailto:ahorn@njda.org)

**General Inquires:**

NJDA Office number: 732-821-9400

Email: [info@njda.org](mailto:info@njda.org)