

## **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.

### **Key Strategies and Actions**

1. **Assess Current DEI Landscape**
  - Conduct surveys or focus groups to assess current member demographics, satisfaction levels, and DEI challenges.
  - Review association policies, communications, and programs to identify areas needing DEI improvement.
2. **Establish DEI Training and Education Programs**
  - Organize DEI workshops, webinars, and training sessions for members and leadership, focusing on inclusivity, unconscious bias, and cultural competency.
  - Develop a DEI resource library accessible to all members, with content like guides, articles, and external DEI resources.
3. **Leadership Development for Underrepresented Groups**
  - Create pathways to support and mentor individuals from underrepresented backgrounds interested in leadership roles.
  - Collaborate with external organizations to provide leadership training and development resources.
4. **DEI Policy Implementation and Best Practices**
  - Work with association leadership to review and update policies, ensuring they reflect DEI best practices and anti-discrimination standards.
  - Advocate for DEI principles in recruitment, retention, and member services to support an inclusive organizational culture.
5. **Community Engagement and Outreach**
  - Establish partnerships with minority-led or DEI-focused organizations to expand outreach efforts.

- Host networking events or community discussions to foster cross-cultural understanding and strengthen ties with diverse communities.
  - 6. Evaluate and Report on DEI Efforts**
    - Develop metrics to measure the impact of DEI initiatives, such as member satisfaction, diversity in leadership, and engagement levels.
    - Provide regular progress reports to members, highlighting DEI achievements, challenges, and areas for growth.
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## Timeline

- **Quarter 1:** Form the DEI Committee, complete an initial assessment, and set specific, measurable goals.
  - **Quarter 2:** Launch DEI training and begin leadership development programs.
  - **Quarter 3:** Host community engagement events and assess policy updates.
  - **Quarter 4:** Measure progress, report on DEI outcomes, and plan next steps for the following year.
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## Expected Outcomes

- Improved member satisfaction with the association's DEI efforts.
- Increased diversity in leadership and committee roles.
- Enhanced member engagement and participation across all demographics.

## 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

**Co-Chair:** Darwin Hayes

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**Co-Chair:** Natalie Nebblett

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**Staff Liaison:** Alex Horn

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