

Department of Health and Human Services | Diversity, Equity, and Inclusion Advisory Group Charter

Purpose:

DHHS staff will have the knowledge to become engaged in this work in a safe and appropriate way, while working in a climate that supports diversity, equity, and inclusion.

DHHS Staff will have an understanding of the experiences of Black, Indigenous, and People of Color (BIPOC) working in the Department of Health and Human Services.

DHHS Staff will understand the direction and process the Department and its Divisions will take to become an anti-racist organization, utilizing the seven pillars from the Governor's Proclamation as a framework to:

1. Initiate a statewide racial justice dialogue
2. Recognize our state's emerging minority majority demographic
3. Update Social Determinants of Health categories to include RACE and reinforces the impact of Social Determinants of Health generally
4. Illustrate its intersectoral impact when advocating on behalf of other marginalized groups
5. Connect the role of COVID-19 as an accelerant to known disparities experienced within BIPOC communities
6. Cite the long strand of supporting research, specifically that connects racism to chronic disease
7. Promote diversifying decision-making bodies that have direct or indirect impact on health

DHHS will address structural racism within the Department first by using the framework above to identify opportunities for change that will translate into programs, systems, policies, and institutions operated by DHHS.

Mission: Create a bias-free, compassionate environment within DHHS that embraces diversity and encourages excellence, encompassing all races, abilities, genders, and human expression.

Vision: DHHS will ensure health equity, equal opportunity, and a safe environment for DHHS and the diverse communities it serves.

Guiding Principles:

- Creative strategizing and decision making
- Challenge dominant cultural norms
- Increased retention and promotion of BIPOC staff
- Data-driven decision making
- Model equity and inclusion
- Remove racism as a barrier to health care/social service delivery
- Diversity, Equity, and Inclusion in Leadership
- Equitable community services
- Equitable HR practices
- Promote inclusive dialogue

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Operating Guidelines

- Treat each other with dignity and respect.
- Listen first to understand, and practice openness to the input received when you listen.
- Act transparently and be clear if your agenda differs from the purpose of this work.
- Avoid territoriality; think instead of the overall good of your Division.
- Accept that it is okay to not know the right answer and acknowledge it. Present objections regarding decisions in a way that promotes mutual discussion and resolution.
- Be accountable and responsible when you commit to doing something.
- Come prepared for meetings so that you demonstrate value and respect for the time and convenience of others.
- Be curious, not judgmental.

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Each Division in DHHS has convened a voluntary Advisory Group that reflects:

- The various levels of service within DHHS divisions
- All personal identities within the DHHS workforce, including BIPOC (Black, Indigenous, People of Color), SOGI (Sexual Orientation and Gender Identities), and people of different abilities
- A commitment to uphold the DEI Mission and Vision
- A commitment to uphold the DEI Guiding Principles
- The different geographic locations of DHHS staff

These groups are purposed to uphold the mission, vision, and guiding principles adopted by DHHS to maintain accountability and promote an inclusive organizational culture for all DHHS staff to achieve excellence.

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Advisory Group Operating Guidelines:

I plan to embrace, mirror, and cultivate the following ideals:

- Treat each other with dignity and respect.
- Listen first to understand, and practice openness to the input received when you listen.
- Act transparently and be clear if your agenda differs from the purpose of this work.
- Avoid territoriality; think instead of the overall good of your Division or Office.
- Accept that it is okay to not know the right answer and acknowledge it. Present objections regarding decisions in a way that promotes mutual discussion and resolution.

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- Be accountable and responsible when you commit to doing something.
- Come prepared for meetings so that you demonstrate value and respect for the time and convenience of others.
- Be curious, not judgmental.

Advisory Group Expectations:

I plan to embrace, mirror, and cultivate the following ideals:

- Everyone is equal here.
- Maintain confidentiality.
- Uphold the Charter mission, vision, and guiding principles.
- Members will serve for one year with the option to reapply after completion of the initial term.
- Advisory Group members will be asked to participate in monthly Advisory Group meetings.
- Participate in ongoing evaluation and provide feedback to promote the effectiveness of Advisory Group meetings.
- If selected and able to serve as a liaison to the Steering Committee, the member representing the Division or Office will bring forward issues and solutions from the Advisory Group.
- If unable to hold up my commitment to attend Advisory Group meetings, I will notify the facilitator.

Printed Name: _____

Signature: _____ Date: _____

Please note that the Nevada Office of Minority Health and Equity (NOMHE) will be identifying individuals who are interested in being a DEI Liaison. As a member of a DEI Advisory Committee, you may express interest to your Division leadership for consideration to fill the DEI Liaison role.

DHHS - Diversity, Equity, and Inclusion (DEI) Implementation: Division Level Advisory Group (AG) Interest Form

Division-Level DEI Advisory Group (AG): A voluntarily convened committee reflecting the various levels of service within the DHHS divisions. They are purposed to uphold the mission, vision, and **Guiding Principles** (attached) adopted by DHHS to maintain accountability and promote an inclusive organizational culture for all DHHS staff to achieve excellence.

VOLUNTEER FORM INFORMATION

*RESPONSE REQUIRED

*Today's Date	
*Your Name, Name of Division/Office	
*Physically Assigned Work Location (i.e. City) Work Email Work Phone Number	
*Did you participate in a DEI Town Hall? Briefly, how would you describe the experience?	
*Which of the Guiding Principles does your Division/Office action most equitably?	
*Reflecting on your Division/Office, is there an issue, that if resolved, would improve the workplace culture and/or environment?	
*Briefly describe any lived experience and/or other values and characteristics you would bring to the AG.	

Please Provide a One Paragraph STATEMENT OF INTEREST

along with this completed form

Thank you!