



NPA Council on Diversity, Equity and Inclusion

The National PACE Association (NPA) believes in the fundamental principles of equity, diversity and inclusion and that proactive efforts to fully recognize these principles are necessary to realize the enormous opportunities that exist to increase the satisfaction and fulfillment of NPA and PACE organization staff, and the experience and quality of care for PACE participants. Recognizing that each PACE participant and staff person offers a unique set of ideas, beliefs and skills shaped by their heritage, background and culture, NPA considers diversity, equity, and inclusivity critical to the success of PACE and essential to the empowerment, collaboration and innovation needed to maintain PACE as a leader in the healthcare industry.

How We Define Diversity, Equity, and Inclusion

Diversity refers to representing the varied identities and perspectives that exist among individuals including but not limited to age, race, ethnicity, gender, sexual orientation, gender identity, mental or physical ability, national origin, religion, tribe, caste, socio-economic status, and learning style.

Equity refers to the promotion of justice, fairness and impartiality in treatment and in access to resources and opportunities for all with an understanding that efforts to address inequities must be informed by knowledge about the root causes of outcome disparities within our society.

Inclusion refers to the creation and maintenance of a culture in which diverse identities and perspectives are welcomed, supported and valued and in which all stakeholders are invited and encouraged to participate in decision-making processes and development of opportunities.

Our Purpose

By establishing the NPA Council on Diversity, Equity, and Inclusion, NPA acknowledges that a true commitment to the principles of diversity, equity, and inclusion demands action. The purpose of the NPA Council on Diversity, Equity, and Inclusion is to actively foster within NPA and its member organizations environments that recognize and value varying experiences and perspectives and the importance of such environments to achieving satisfaction and fulfillment among PACE staff, and the highest quality of care for PACE participants. The NPA Council on Diversity, Equity, and Inclusion shall be a catalyst for change and advocate for diversity, equity, and inclusion through fulfillment of the following:

- Education and Awareness
- Leadership Development
- Workforce Development
- Analyses and Evaluation

Our Objectives

To advance activities intended to reinforce an inclusive culture and foster diversity and equity, the NPA Council on Diversity, Equity, and Inclusion will:

- Be a clear point of contact for NPA staff and NPA members on matters concerning diversity, equity, and inclusion.
- Serve as an advisory committee to NPA and its member organizations, advocating for organizationally inclusive and socially just practices.
- Increase awareness of the importance of diversity, equity, and inclusion in order to maximize contributions of all.
- Support growth in NPA's and PACE organizations' capacities and competencies to lead and manage diverse, equitable, and inclusive workforces, and to reduce health disparities.
- Identify and address emerging issues that impact cultures of diversity, equity, and inclusion.
- Propose new initiatives that promote diversity, equity, and inclusion. Develop as well as recognize and communicate diversity, equity, and inclusion best practices.
- Develop support networks for issues of diversity, equity, and inclusion.
- Identify ways to overcome potential roadblocks to diversity, equity, and inclusion in hiring, promotion, and professional development.

Our Responsibilities

The NPA Council on Diversity, Equity, and Inclusion will have the following responsibilities.

NPA-focused responsibilities:

- Conduct a scan of the literature to identify diversity, equity, and inclusion best practices supported by research.
- Create opportunities for NPA staff to provide feedback on NPA's organizational climate and culture (i.e. climate assessments, anonymous satisfaction surveys, focus group sessions, etc.).
- Create opportunities for NPA staff to have meaningful engagement with NPA's leadership to promote cultural inclusivity and discuss issues relating to equity in the workplace.
- Create internal organizational learning opportunities in which staff may voluntarily participate and engage to deepen and develop personal understanding of diversity, equity, and inclusion at an organizational level.

NPA member-focused responsibilities:

- In NPA's membership activities, actively consider and maintain focus on issues of culture, climate, equity, inclusion, and diversity in the workplace, including in making recommendations and providing support regarding short-and long-term strategies to meet future PACE workforce needs (i.e. unbiased recruitment, hiring and retention practices).
- Formulate recommendations for the development or modification of policies and practices to ensure that they positively impact diversity, equity and inclusivity efforts.
- Identify opportunities for NPA to engage with its broader communities to promote equity, social justice, and inclusion (i.e. community volunteer activities, corporate social responsibility initiatives, etc.)

Our Membership/Composition

NPA's diversity, equity, and Inclusion strategy and vision are managed, driven and implemented by the NPA Council on Diversity, Equity, and Inclusion, under the sponsorship of NPA Board of Directors. The Council was established in response to the realization that active and sustained efforts are needed to fully operationalize principles of diversity, equity and inclusion.

The Council shall be comprised of no more than fifteen (15) members with the following roles and membership structure:

Chair Positions

- Two co-chairs serving two-year terms, which may be renewed. One co-chair shall be an NPA Staff Representative and one co-chair shall be an NPA Provider Member Representative.
- Co-chairs are appointed by the Council and must be appointed from within the Council, having served at least a one-year term, as feasible.

Membership At-Large

- All Council members shall serve two-year terms, with an opportunity for reappointment; shall serve no more than four consecutive years.
- NPA Staff (limited to five staff)
 - Representatives are appointed by the NPA President and CEO.
- NPA Provider Members
 - Representatives are solicited through a nomination process and appointed by the NPA Board of Directors or designated subcommittee.
- NPA Board Designee (limited to one designee)
 - Representative is appointed by NPA Board Chair.