

Diversity, Equity, & Inclusion Network Charter

Purpose	The DEI Network fosters a welcoming and inclusive community for PALMed members.
Topics/Activities	<p>Ongoing activities include:</p> <ul style="list-style-type: none"> • Advise PALMed on considerations related to equity and inclusion within our offerings (e.g., reviewing clinical practice guidelines for health equity considerations, etc.). • Identify barriers to inclusion and belonging within the organization and recommend actionable solutions. • Plan and implement an educational session at the annual conference. (optional) • Incorporate a continued focus on access to care, healthcare coverage, and ageism into our ongoing efforts as an organization, ensuring these factors are considered when developing new education, programs, and policies. • Develop opportunities for members to connect regarding diversity, equity, and inclusion topics within healthcare. • Serve as a resource to the board and committees as needed.
Roles and Responsibilities	<p>Chair</p> <ul style="list-style-type: none"> • Help structure agenda for meetings. • Run an effective meeting to ensure involvement of members and the advancement of activities and charges. • Identify and mentor the Vice Chair. <p>Vice Chair</p> <ul style="list-style-type: none"> • Support the Committee Chair to ensure responsibilities are met in a timely manner. • Serve as interim Committee Chair in the absence of the Chair. • Ascend to the position of Chair. <p>Members</p> <ul style="list-style-type: none"> • Be prepared and actively participate in all conference calls and meetings. • Work on projects as delegated by the Chair.
Expected Commitment	The Network convenes three to four times annually; once in person at the annual conference and two to three additional times virtually. Email communication will also be used for ongoing engagement and problem-solving.
Member Composition	The DEI Network is open to all PALMed members with an interest and/or experience in diversity, equity, and inclusion.
Term	The Committee Chair and Vice Chair each serve a two-year term (starting in July and ending in June). There is no term limit for PALMed members.
Selection/Appointment	The Vice Chair is recommended by the current Chair and appointed by the President. The Vice Chair ascends to the Chair position. PALMed members may join at any time.
Leadership	Chair - Fatima Naqvi, MD, CMD Vice Chair - VACANT
Staff Liaison	