**Diverse, Equitable, and Inclusive (DEI) Committee**

**Application**

**Purpose**

Diversity, Equity, and Inclusion (DEI) committees are a necessary part of the infrastructure for effective strategic diversity planning. DEI committee members will take an active part in the process of strategic diversity planning efforts at eHealth Technologies.

**DEI Learning Objectives will focus on:**

I: DEI Foundational Knowledge & Skills

● Develop a common diversity, equity, and inclusion (DEI) language

● Understand where implicit bias and DEI conflict comes from and how it is connected to larger structural issues of inequality, with a particular focus on race and racism

● Learn how to engage with others in a culture of workplace accountability

● Develop and practice skills navigating workplace DEI conflict through dialogue

● Enhance skills to create a welcoming and inclusive workplace culture

● Understand DEI organizational change models and practices

II: Create a working infrastructure for DEI organizational sustainability

● Learn DEI organizational change methods

● Understand opportunities and threats to organizational DEI work

● Apply DEI organizational change methods

● Identify next steps to continue eHealth Technologies’ DEI journey

**Structure**

● The DEI Committee will have no more than 12 people and consist of eHealth Technologies team members across units, organizational level, and social identities.

● The Committee will be supported by Human Resources and Committee Co-Chairs.

● The Co-Chairs serves as a liaison between the Executive Leadership team and team members.

**Committee Requirements**

Members of the Committee will:

● Be passionate about creating opportunities for eHealth Technologies to be more diverse, equitable, and inclusive

● Be open and willing to challenge themselves and learn about others

● Have the time and ability to attend recurring meetings

● Have the time to devote to projects that support the overall strategic diversity planning deliverables

*Time commitment: (2-3) hours per month. Days/times to be determined.*

**Nominee Eligibility**

● Applicants shall be team members with a good reputation; show strong and ongoing support for the organization and must consistently model company values.

● The applicants must have the support from their manager to apply.

● The applicants must complete and submit the application to be considered.

● Applicants must have a minimum tenure of 6 months.

**Application Process**

* Applications will be submitted to Stacey Thomas, DEI Committee Chair.
* Stacey along with the DEI committee members will carefully examine the qualifications of each applicant.
* Based on qualifications and team balance, DEI Committee Chair will prepare a list of applicants for the review with the Executive Leadership team.
* Selection criteria will focus on:
  + Responsiveness to application questions
  + Ability to commit to the committee requirements
  + Diversity/inclusivity – the most effective committees are diverse in all ways. To ensure a committee is diverse, we will strive for representation across composition and organizational structure
* The list of applicants will be presented to the Executive Leadership team and evaluated in coordination with the DEI Committee Chair.
* All candidates will be notified of the outcome.

**Application (\*response required)**

Name\*:

Supervisor Name\*:

Department\*:

\*How long have you been employed at eHealth Technologies?

\*Why are you interested in the DEI Committee?

\*What are you hoping to contribute to the DEI Committee?

\*What is your understanding of Diversity, Equity & Inclusion?

\*What does DEI mean to you and why is it essential to the success of eHealth Technologies?

\*Participation on this committee requires commitment to DEI values, as well as a time commitment, please explain how you will demonstrate an openness to learning about self and others?

\*How do you plan on effectively managing the time commitments of being part of the committee?

**Optional Questions**

Please note, your responses to the questions below will only be used to ensure compositional diversity of the committee.

Answers to these questions will only be viewed by the DEI Committee Chair.

**How do you identify your…?**

* Race:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Gender:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Age:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Disability/Ability:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Sexual Orientation:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Veteran Status:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Citizenship Status:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* First Language:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Religion:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Is there anything you would like us to know when considering your application?