

Charter of the American Lung Association's Diversity, Equity & Inclusion Advisory Council

Vision:

ALA aspires to:

1. Embed diversity, equity, and inclusion within the American Lung Association and the communities we serve.
2. Create an equitable culture where everyone's perspectives, identities and experiences contribute to our success.
3. Collectively dismantle biases and champion inclusive behaviors in the workplace.

Mission:

To advance the American Lung Association's mission to save lives by improving lung health and preventing lung disease while fostering diversity, equity and inclusion in our practices, programs, and processes to create an inclusive and equitable culture. Through intentional efforts, we aim to promote cultural competencies, confront inequities, and create equal opportunities for advancement.

Objectives:

- Promote an inclusive culture where all employees are valued, heard, and respected through initiatives such as Heritage month discussions and employee resource groups.
- Foster a welcoming environment where all association leaders, staff, and board members feel empowered to engage in DEI discussions that impact our organization and the communities we support.
- Track DEI progress by establishing key performance indicators, administering surveys, and tracking participation.
- Facilitate DEI education specifically focused on developing cultural competency skills that can support staff to navigate diverse environments and collaborate more effectively.
- Create a work environment that ensures equitable access for all to opportunities for professional growth and advancement.
- Encourage cultural norms and practices that promote positive and culturally responsible interpersonal relationships among staff.
- Ensure communities we serve are treated as stakeholders, leaders, and assets to the work.
- Proactively counteract race inequities inside and outside of our organization through our work outlined in our strategic imperatives.

Roles and Responsibilities:

- Provide insights and perspectives that aid the CDEIO's efforts to create, implement and evaluate the DEI strategy.
- Advocate for the DEI function to be integrated within functional areas of responsibility and across all levels of the organization.
- Research and utilize best practices and baseline data indicators that inform and establish DEI goals, measurements, and anticipated outcomes.

- Create opportunities for employees to engage in discussions that promote cultural inclusivity, encourages collaboration, and increases knowledge.
- Create synergy between division/department DEI action plans and initiatives.
- Collaborate with the CDEIO to assess and remediate organizational practices, programs and policies that may impede DE efforts.
- Provide insight and feedback on strategies that support the organizations current and future workforce needs.
- Identify emerging issues that can impact ALA's DEI culture.
- Gather feedback on DEI engagement activities, program, and trainings, such as surveys, interviews, focus groups, roundtables, and external reviews to ensure effectiveness.
- Collaborate with Marketing & Communications and advise on content and custom DEI messages delivered to all ALA staff and constituents.
- Broadly build and report on DEI successes and impact – continuously build the case for DEI.
- Conduct standing DEI meetings to establish a strong rhythm that ensures continuous momentum of the Council's work.