

Regional Diversity, Equity, and Inclusion Committee Charter

Vision Statement: The KC region is a global leader at the nexus of human and animal health benefiting all our citizens and the economy

Purpose

• This charter establishes the BioNexus KC Diversity, Equity, and Inclusion Committee (DEI Committee), and sets forth its vision, objective, responsibilities, and operation.

Mission

• The DEI Committee works to integrate best practices for diversity, equity, and inclusion into regional stakeholder policies and programs. The Diversity, Equity, and Inclusion Committee serves as an advisory body to regional healthcare and life science leadership offering guidance in these areas as requested. Examples include conducting research, offering recommendations, event support, and policy guidance to regional leadership. Additionally, the DEI Committee provides education and enrichment opportunities for its members and serves as a forum for discussion of substantive best practices.

Committee Membership

 The DEI Committee membership will consist of DEI leaders, or their designees, from the BioNexus KC stakeholder institutions, comprised of the major research Universities, research institutes, industry, and healthcare systems from across the region. A small number of additional committee members will be included, representing industry, academic, clinical and community interests.

Committee Roles & Responsibilities

- Committee members may contribute in numerous ways:
 - a. Participate actively and regularly attend quarterly meetings (dates TBD by the committee)
 - b. Respond timely to requests for information or assistance
 - Share subject matter expertise and industry best practices to further the DEI Committee's goals
 - Engage in research and provide guidance on DEI best practices related to trainings, policy, and programming
 - e. Support committee activities, events or initiatives
 - f. Communicate with their respective teams and organizations about the objectives and upcoming activities of the DEI Committee
 - g. Leverage respective networks to accomplish Committee strategies and tactics



- Meeting discussions shall be inclusive and collegial; recommendations shall be based on a majority opinion.
- Annual report of DEI Committee activities for transparency

Potential Objectives of the DEI Committee

- The Committee will meet to discuss, develop and guide recommendations for training, policies, and practices that foster a more diverse, equitable, and inclusive culture for employees, patients, researchers and the local communities our organizations serve.
- Regularly review stakeholder and BioNexus KC tools, policies, and practices to pro-actively make recommendations for changes that implement nondiscrimination toward all.
- Develop a scope of work that identifies priorities for defining and removing bias from regional life science and healthcare efforts that:
 - a. Includes a set of equity priorities for the KC region's life science and healthcare workforce, patient population, and researcher base.
 - b. Identifies opportunities to identify, highlight and address discrimination, bias, and inequities in the history of and current application of the region's healthcare system.
 - c. Engages the local community in developing innovative approaches and solutions.
 - d. Supports the promotion of diversity, equity, and inclusion across the KC region.
- Serve as a DEI lens to evaluate new regional life sciences initiatives