

**HPCC's Statement of the Problem**

There are various and complicated internal and external barriers to the attainment of credentials for marginalized groups including the historical differences with standardized testing. The current HPCC staff, Board of Directors, and certificants, are not reflective of the diverse communities in which we provide care.

<b>Task Force Name</b>	<b>Diversity, Equity, Inclusion and Belonging</b>
<b>Period of Performance</b>	<ul style="list-style-type: none"> <li>1 year (June 2023– June 2024)</li> <li>The HPCC Board may opt to continue the task force or transition to a committee after that time</li> </ul>
<b><u>Task Force Membership</u></b>	<ul style="list-style-type: none"> <li>HPCC certification, is encouraged but not required.</li> <li>Representative from the HPCC Board.</li> <li>Seven to nine members with a single Chairperson.</li> <li>The HPCC CEO or designee as an ex-officio member</li> <li>The Exec Committee (Pres, Pres-Elect, Secretary, Treasurer, Past President) and CEO will review applications and make appointments to the task force.</li> </ul>
<b>Task Force Purpose/Mission/Vision Statements</b>	
<p><b>Purpose</b></p> <ul style="list-style-type: none"> <li>The purpose of the Diversity, Equity, Inclusion, and Belonging (DEIB) Task Force is to assist and advise the HPCC Board in identifying internal and external barriers to achieving certification and providing opportunities to alleviate disparities and remove systematic biases.</li> </ul> <p><b>Mission</b></p> <ul style="list-style-type: none"> <li>To promote, monitor, and evaluate the organization's progress toward the development of a culture and processes that prioritize equity, diversity, and inclusion.</li> </ul> <p><b>Vision</b></p> <ul style="list-style-type: none"> <li>A world in which those providing care as well as those receiving care, including historically marginalized populations, have the best available resources and support.</li> </ul>	
<b>Charge</b>	
<p><b>Assessment</b></p> <ul style="list-style-type: none"> <li>Assist the HPCC Board in identifying external resources (e.g., job boards, associations, affinity groups) to increase the diversity of candidates for HPCC Board and Committee positions.</li> <li>Assist the national office in identifying external resources (e.g., job boards, associations, affinity groups) to increase the diversity of candidates for HPCC staff positions.</li> <li>Review governance documents (bylaws, Board manuals), the HPCC website, social media campaigns, brochures, and all marketing material to ensure language is reflective of a non-biased approach to communication.</li> <li>Identify barriers to DEIB that impact recruitment, retention, and advancement and develop key metrics to assess diverse HPCC applicants, candidates, and certificants.</li> <li>Assess current HPCC demographic data and compare it with data from HPNA, ANCC, NHPCCO, and ANA.</li> <li>Review the results of differential item functioning (DIF) analyses and reading level evaluations for all examinations, as applicable.</li> <li>Survey the landscape for best practices.</li> </ul> <p><b>Strategy</b></p> <ul style="list-style-type: none"> <li>Evaluate all certification processes, including examination development, to ensure diversity is aligned with DEI goals.</li> </ul> <p><b>Implementation</b></p> <ul style="list-style-type: none"> <li>Execute priority projects that promote diversity and inclusion in focus areas identified by the HPCC board.</li> </ul>	