

## DEIB Peer Group Team Charter

**Purpose:** To create a shared learning community of Diversity, Equity, Inclusion, and Belonging leaders from New Hampshire Hospital Systems.

**Mission:** Our mission is to foster inclusive healthcare environments where both employees and patients feel valued, respected, and empowered to reach their full potential. We are committed to cultivating a culture of collaboration, excellence, and mutual respect, ensuring a positive and supportive experience for all individuals in the NH health care system.

**Values:** Psychological Safety, Confidentiality, Trust, Respect, Dignity, Learning.

**Roles:** Members are designated by their respective hospital systems. Group chair should be a member of the group who is employed at a hospital. The Chair shall serve for a two-year term. Staff support is provided by the Foundation for Healthy Communities. Foundation for Healthy Communities staff may assist hospitals in identifying a designee.

**Membership:** Members are expected to attend all meetings (or assign a delegate) when able. Members should come prepared to share relevant hospital/community activities, best practices or new projects. Members are encouraged to share informative experiences, educational offerings or other opportunities for collaboration/learning that will help us advance our mission.

**Resources:** Staff, technical support, and facilitation provided by the New Hampshire Hospital Association and Foundation for Healthy Communities. Staff time of professionals from hospital systems.

**Facilitation:** Meetings will be facilitated by the Chair.

**Meeting Schedule:** Meetings will be held quarterly via Zoom and will generally last 120 minutes. At least one meeting will be in person hybrid optional. Additional, ad hoc meetings may be called throughout the year as needed.

**Agendas:** The meeting agenda will be developed by the chair and the Foundation for Healthy Communities who will solicit input from members. Meeting agendas will be sent out in advance of the meeting.

**Minutes:** Minutes will be taken at each meeting and shared via email with members.

UPDATED AND APPROVED 2/11/25  
DEIB Peer Group