

# NESO Inclusion and Engagement Committee Charter

## **Background**

Inclusion and engagement of AAO and NESO members is a top strategic priority. AAO developed and released an I&E Toolkit for Constituents and Components in 2021, which provides resources and templates to support and inspire diverse groups within the organizations. The NESO Board approved formation of an Inclusion and Engagement Committee to address these needs within the NESO membership. The committee will report on their progress at the Annual and Ad interim NESO board meetings.

## **Proposed Inclusion and Engagement Committee Charter**

### A. Purpose

To promote and establish a pathway towards increased diversity within NESO membership and volunteer leadership

### B. Composition

The Committee shall be composed of the following members:

- The Committee Chair will be appointed by the President.
- The Chair will serve a two-year term. Committee members will serve a two-year term, with option for renewal up to three terms.
- NESO members of the AAO Inclusion and Engagement Task Force and/or those who applied for participation on the AAO Inclusion and Engagement Task Force,
- Those who apply through a Call for Nominations from the general NESO membership, up to a total number of eight (8) members,
- An additional NESO board member will be appointed by the President as a committee liaison.

*The NESO Executive Director will serve as a non-voting member and the NESO President will serve as a non-voting ex-officio member.*

### C. Responsibilities

The Committee will develop and implement initiatives that encourage and support diversity in the NESO membership in alignment with the AAO I&E Toolkit.

1. Measuring engagement and assessing member needs;
2. Broadening the leadership team;
3. Building and recruiting membership;
4. Quantifying success of engagement and inclusion; and
5. Creating a structure for sustainability.

### D. Meetings

The Committee shall meet at least twice each year with additional meetings as required.