



Heart Rhythm SocietySM

DIVERSITY, EQUITY, INCLUSION COUNCIL CHARGE

Number of Members 12-14

Composition

Members shall consist of a Chair, Vice Chair and members interested in representing the Society in its diversity, equity and inclusion efforts.

Method of Appointment

The Chair, Vice Chair and members shall be appointed by the President in consultation with the Chief Executive Officer.

Term of Office

One year, with reappointment possible to a maximum of two additional, consecutive one-year terms.

Accountability

Reports to: Board of Trustees

Staff Liaison: Pat Blake, CEO

Purpose

The Council's Mission and Vision are as follows:

Mission: To improve the care of all heart rhythm disorder patients by promoting diversity reflective of society and exercising equity and inclusion in patient care, research, education, and healthcare policies.

Vision: To build an inclusive and diverse Society which addresses heart rhythm disorders in all communities with the goal to end death and suffering related to these disorders and promote comprehensive education and diverse policies.

The Heart Rhythm Society Statement of Diversity, Equity and Inclusion states that HRS stakeholders share a common passion for accomplishing our mission to end death and suffering from heart rhythm disorders.

We believe our diverse backgrounds, experiences and interests are assets in reaching that goal, and we are committed to providing an inclusive environment in all our activities, where everyone feels valued, respected, and welcome.

We strive to have organizational leaders who represent all aspects of our diversity and who promote the diversity, equity, and inclusion that are essential to our success. To ensure diversity, equity and inclusion are considered in all Society activities.

The Council's purpose is to create policies and mechanisms for ensuring that all Society activities abide by the above Statement of Diversity, Equity and Inclusion.

Responsibilities

- Develop resources for ensuring a diverse, equitable and inclusive culture within the Society and its community.
- Create mechanisms to hold the Society accountable for these initiatives.

Decision-Making Authority

Make a recommendation to the Board of Trustees for a diverse, equitable, inclusive culture that applies to all Society activities.

Meeting Frequency

- Regularly scheduled calls
- Occasional in person meetings

Estimated Time Commitment

2-3 hours per month during the months the Council meets.

Ad Hoc

Conference Calls (as needed)