

DEI Committee Charter (Ad Hoc) v1.1

The DEI (Diversity Equity and Inclusion) Committee ("Committee") is designed to support, engage and encourage diversity and acceptance within the greater NANOG community. General criteria for committee members include:

- The Committee consists of at least one NANOG Board Member and at least two NANOG Members in good standing, all of whom are appointed by the Board.
- All Committee members, and anyone working with the program, will be required to sign the appropriate NANOG nondisclosure agreements.
- Committee members must establish a regular meeting schedule that is sufficient to meet the program's objectives.
- A Committee member serves a two-year term and no more than two consecutive terms.
- The NANOG ombud will serve as an advisor to the DEI committee.
- Any changes to this charter or the committee's direction will require board approval.

Program Vision

The key to building the "Internet of tomorrow" is ensuring that everyone is welcome, included, and represented. NANOG has committed itself to improve DEI efforts within our community, but such desires are hollow if not supported by strategic and consistent efforts. Changing the status quo is only met by intention, not by accident.

Scope of Work

The Committee will evaluate NANOG's current DEI efforts and then develop a comprehensive strategic plan for board consideration and approval. NANOG's ombuds will serve as an advisor to the program to assure professionalism and consistency.

The committee will have the following responsibilities:

- Develop a strategic vision for NANOG's DEI initiatives for board approval.
- Determine essential diversity and inclusion goals and actionable steps to achieve them.
- Help institutionalize policies that support DEI initiatives for our Community.
- Evaluate the effectiveness of ongoing efforts and suggest how to improve them.
- Collaborate with existing NANOG Committees to support their DEI initiatives.
- Support and manage the Women in Tech programs.
- Identify and recruit diverse speakers for NANOG conferences and events.
- Work with NANOG's ombuds to incorporate their feedback observations into strategic direction or policies for board consideration.
- Cultivate and encourage diverse candidates to run for NANOG committees and board seats.
- Ensure that all DEI efforts adhere to the NANOG Code of Conduct.
- Provide quarterly reports regarding DEI efforts to the Board and our Community.