



Inclusion in Neurocritical Care (INCC) Committee Charter Proposal

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INCC Chair and INCC Past-Chair

INCC Leadership: Nerissa Ko Board Liaison, Marin Darsie WINCC Co-Chair, H.E. Hinson SGM Co-Chair, Hana Nobleza UENCIC Co-Chair

Impetus for the INCC Committee

- The Neurocritical Care Society has always pledged that we take “pride in how we seek and encourage inclusivity”
- Diversity Equity and Inclusion Statement was adopted
 - Contributions from the members of the Curing Coma Campaign, WINCC, Board Secretary and Executive Committee
 - First-step towards formalizing DEI at NCS



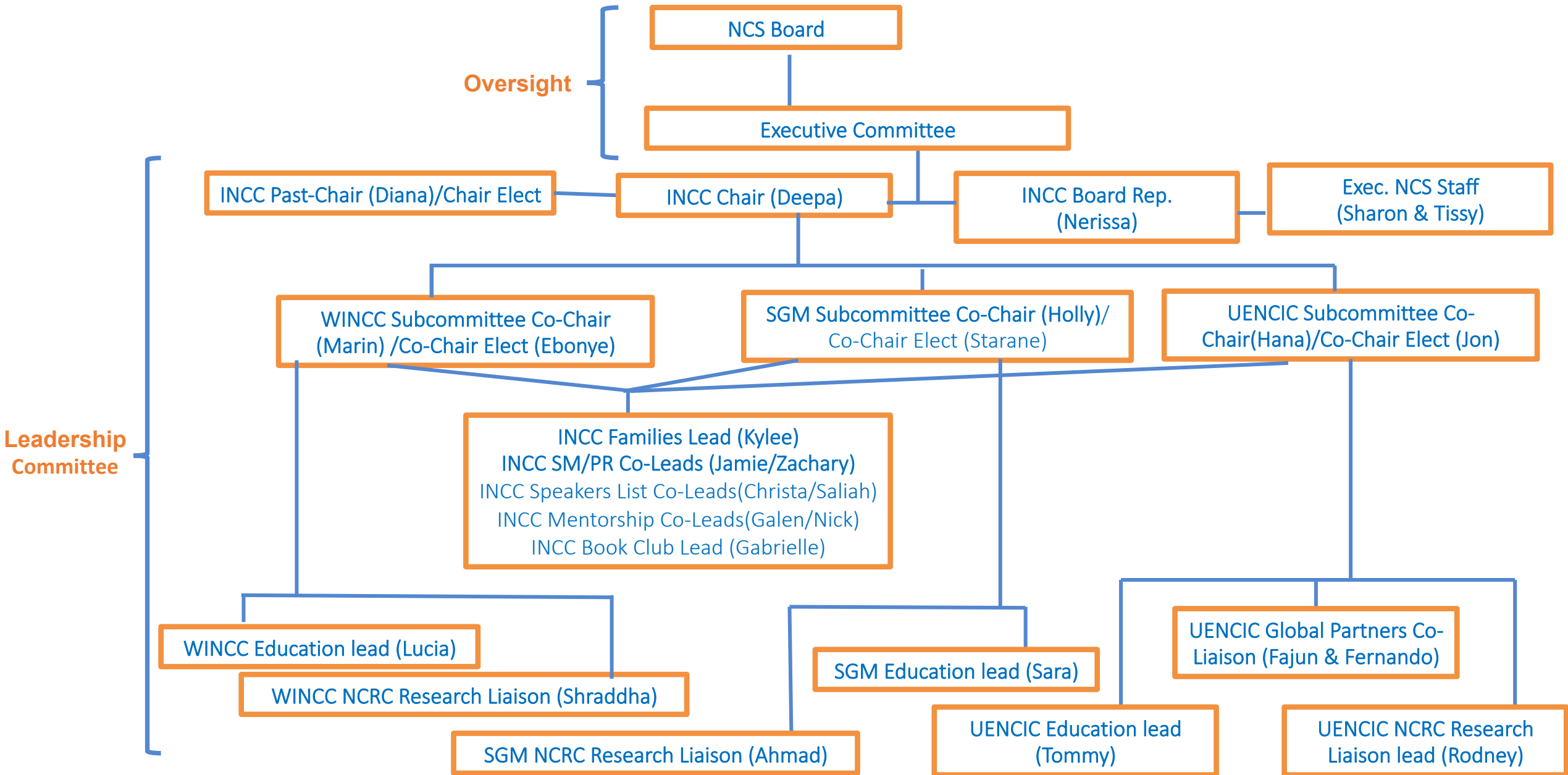
NCS INCC Committee - Objectives

- I. Enhance leadership and research opportunities for individuals underrepresented in neurocritical care
- II. Develop strategies to expand outreach and explicitly identify qualified individuals of diverse backgrounds to serve and thrive in the society
- III. Collect membership diversity demographic data
- IV. Use the above to drive key metrics for underrepresented individuals and establish benchmarks to track year-over-year improvements
- V. Establish with NCRC the infrastructure to study disparities in healthcare for underrepresented Neurocritically ill patients

NCS INCC & subcommittees

- **INCC Leadership Committee: oversee 3 segments** represented by subcommittees:
 - **WINCC** – Women in Neurocritical Care section → INCC subcommittee
 - **SGM** – Sexual and Gender Minorities
 - **UENCIC** – Underrepresented Ethnicities in neurocritical care and Intersectional Concepts
 - Intersectional concepts (age, disability, veteran or immigrant status, and others that may become apparent through collection of demographic data or INCC feedback)
 - Liaison with Global Partners Committee to increase inclusion of international members
 - Liaison with other Societies, to serve as a resource and partner to improve their diversity efforts as well

INCC Committee Structure





NCS INCC Leadership

- Chair and Past-Chair/Chair-Elect will be responsible for reviewing subcommittee budgets and submitting a single annual INCC budget
- Chair (2-year term) and Past-Chair (1-year term) must be from different subcommittees
 - Aside from the first term INCC Chair position will be derived from each of the subcommittee Co-Chairs on a rotating basis
- INCC Co-Chair-Elect positions by election from within the INCC section with final approval from NCS President



NCS INCC Section

- **INCC Section (in place of WINCC section) will be an inclusive section open to anyone who wants to join and work on projects**

NCS INCC Committee - Deliverables

- A DEI model to build and maintain a diverse society in disciplines, demographics, and years of service
- Society metrics to track the success of DEI strategies
- DEI strategies integrated into all three goals of the strategic plan
- Digital education and annual meeting programming for the membership that is also translated into other languages and have a Global Partners Liaison
- Liaison with the NCRC to build opportunities and develop research on disparities in the care of the neurocritically ill

NCS INCC Committee – Outcomes/Measurements

- Increased board, committee, and section diversity
- DEI annual metrics to be achieved based on established benchmarks
- Benchmark for complete demographics data of 30% initially with an increase to 50% within 3 years of INCC committee efforts to improve inclusivity