

WE ARE COMMITTED TO DIVERSITY, EQUITY AND INCLUSION

BOARD DEI WORK GROUP MEMBERS



Adrienne Kennedy
Board Chair & President



Charma Dudley
Chair – Board Work Group

Shirley J. Holloway
Board – First Vice President

Vanessa Fernandes
Vice Chair – Board DEI Work Group

Carlos Larrauri

Amanda Lipp

Micah Pearson

NAMI BOARD OF DIRECTORS' STATEMENT

At NAMI, we believe a diverse, inclusive and equitable organization (or Alliance) is one where all employees, volunteers and members — regardless of gender, race, gender identity, ethnicity, national origin, age, sexual orientation, education, disability, veteran status or other dimension of diversity — feel valued and respected.

We are committed to providing informed, authentic leadership for cultural equity and to modeling diversity and inclusion for the entire NAMI alliance. We shall:

- See diversity, inclusion and equity as connected to our mission and critical to ensure the well-being of our staff and the NAMI alliance we serve.
- Identify and dismantle inequities within our policies, systems, programs, and services and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work and how to address them in a way that is consistent with our mission.
- Practice and encourage transparent communication.
- Lead with respect and tolerance.

We expect all leaders and employees to embrace this notion and to express it in workplace interactions and through everyday practice.

We are committed to a nondiscriminatory approach and to providing equal opportunity for employment, participation and advancement in all programs and worksites.



Daniel H. Gillison Jr.
Chief Executive Officer &
DEI Executive Sponsor

CEO'S VISION

As an organization, we are making new investments and commitments to diversity, equity and inclusion. Through our work, we will:

- Model diversity and inclusion for the NAMI Alliance.
- Establish processes and policies that enable diversity, equity and inclusion.
- Create and maintain a positive work environment that reflects our commitment to equity and inclusion.
- Encourage participation by all staff and members so that all voices are heard and valued.
- Live up to our stated and aspirational organizational **values**.
- Leverage DEI to achieve our mission.

We will lead by example and help set goals and expectations that influence workplace interactions, everyday practice and long-term outcomes for the National Office and the entire Alliance.

We are in the process of anchoring our **DEI Plans** to our **2020-2025 Strategy** which solidly diversity and inclusion as powerful **accelerators** to achieve our goals and mission.





Monica L. Villalta
Director of Inclusion &
Diversity Officer

OUR APPROACH

In partnership with the CEO (the DEI Executive Sponsor), senior leaders, the Board DEI Work Group and the DEI Staff Council, we are designing a strategic, comprehensive and systematic approach to cultural transformation. Our efforts include:

- Building a solid foundation and an organizational structure that supports DEI.
- Defining diversity, equity and inclusion for our organization and using our shared language to advance our understanding.
- Assessing current status and planning for a desired future.
- Enabling training and development that enhances our capacity to interact effectively with colleagues and members of our surrounding communities.
- Investing in and designing activities that advance DEI.
- Launching and prioritizing targeted efforts and initiatives that support the Alliance.
- Ensuring periodic updates and reporting our progress.

DEI STAFF COUNCIL

NAMI is in the process of establishing its first chartered DEI Staff Council. The group — comprised of voluntary staff members — is a core component of NAMI's strategic DEI leadership group.

Together with the Board DEI Work Group, the DEI Staff Council will provide thought leadership, guidance and recommendations to the DEI Executive Sponsor and the DEI Office. They will promote activities and model behaviors and share any lessons learned or resources to support the work of the Alliance.

NAMI'S DEI LEADERSHIP



NAMI'S CURRENT POLICY ON DIVERSITY AND INCLUSION FOR AFFILIATES AND STATE OFFICES

NON-DISCRIMINATION

NAMI shall actively recruit, engage and serve members from every race, culture, ethnicity, age, religion, socio-economic status, sexual orientation, gender, gender identity, and disability and shall not discriminate in the requirements for membership, provision of service or support or in its policies or actions.

MEMBERSHIP DEMOGRAPHICS

The NAMI Board of Directors will regularly review their own composition and membership demographics compared to those of the country using national census data, in order to aspire towards reflecting that composition.

In keeping with NAMI's values regarding non-discrimination and with applicable federal law, NAMI shall include in bylaws, operating policies and procedures, and other relevant policy documents, explicit statements that require the organization to embrace the broadest possible definition of inclusion and nondiscrimination.

CONFIDENTIALITY

NAMI shall collect a baseline of members' voluntarily supplied demographic information. Systems shall be put in place to protect the confidentiality of this information; demographic information will only be reported in the aggregate.

REACH

NAMI will reach out to and welcome the community at large through our recruitment, marketing, public education and awareness activities. NAMI will strive to support recruitment and retention of a diverse and inclusive membership and leadership.

GROWTH

NAMI will promote and mentor NAMI State Organization and NAMI Affiliate diversity and inclusion efforts. Whenever there is a demand and the interests of members can best be served by support through groups sharing some affinity, including, but not limited to, lived experience or primary language, NAMI shall encourage its Affiliates to move beyond their baseline.