

NCDHHS DEI Councils

About Diversity, Equity, and Inclusion (DEI) Councils at DHHS

NCDHHS has established a network of DEI Councils in over twenty-five divisions, offices, and facilities to support localized diversity, equity, and inclusion efforts and provide guidance for work teams throughout the department.

A DEI Council:

- Is an **advisory group** of employees chartered by division leadership
- Is a **bridge** between leaders and staff
- Helps **guide** the division's DEI process
- Helps **change** the workplace to support diversity, equity, and inclusion
- **Learns** about the equity needs of staff and the overall organization
- **Speaks up** for and **shares information** with staff and leaders

The DEI Council Network includes:

- **Executive Sponsors:** Division, Office or Facility Director or Management-level Designee who connects the Council with the Division/Office leadership team, supports the Council goals and action plans and provides guidance.
- **Co-Chairs:** Lead, plan and organize Council efforts and connect with Division/Office leadership.
- **Council Members:** Meet regularly, champion DEI, develop and implement action plans, participate in training, and approve participation time.

NCDHHS' Priority for Diversity, Equity, & Inclusion

Why is DEI a priority for NCDHHS?

Everyone has a critical role to play in supporting DEI values, initiatives, and programming. We all serve as a cohesive unit at NCDHHS to offer equitable health services to North Carolinians. As we consider health equity, we also need to consider that our work is inclusive to diverse populations, geographics, socioeconomic and health status.

NCDHHS' DEI Governance Model

The Office of DEI created a DEI governance model to illustrate various governing bodies' roles and involvement in DEI initiatives. This governance model is an accountability power map highlighting reporting structures.

All NCDHHS employees play a role in creating a department-wide work environment that promotes belonging and achieves a strong and inclusive workforce.

