

Charter of the American Lung Association's Workplace Engagement Council Charter

Vision:

The American Lung Association aspires to:

1. Foster a culture of belonging and ensure fair access, representation, and support across the American Lung Association and the communities we serve.
2. Create a culture where everyone's perspectives, identities and experiences contribute to our success.
3. Strive to create a workplace where inclusivity is the norm, everyone's voice is heard, and all individuals feel empowered to thrive.

Mission:

To advance the American Lung Association's mission to save lives by improving lung health and preventing lung disease, we are committed to ensuring our practices, programs, and processes reflect fairness, respect, and access for all. Through intentional efforts, we strive to strengthen our cultural understanding and support opportunities for growth and participation across our organization.

Objectives:

- Promote an inclusive culture where all employees are valued, heard, and respected through initiatives such as Heritage month discussions and decision input groups.
- Foster a welcoming environment where all Association staff and volunteers feel encouraged to engage in meaningful conversations that strengthen our organization and the communities we serve.
- Track progress through key performance indicators that aid in monitoring and improving inclusion and engagement.
- Create a work environment that ensures all staff have access to opportunities for professional growth and advancement.
- Encourage behaviors and practices that foster positive and respectful interpersonal relationships among staff.
- Ensure communities we serve are treated as stakeholders, leaders, and assets to our mission.

Proactively address imbalances both within and outside our organization through the actions outlined in our strategic goals.

Roles and Responsibilities:

- Provide insights and perspectives that aid the CEO's efforts to create, implement and evaluate strategy.
- Advocate for the integration of inclusive practices within all functional areas and across every level of the organization.
- Research and utilize best practices and baseline data indicators that inform and establish goals, measurements, and anticipated outcomes.
- Create opportunities for employees to engage in discussions that promote inclusivity, encourages collaboration, and increases knowledge.
- Create synergy between division/department action plans and initiatives.
- Collaborate with the CEO to assess and remediate organizational practices, programs and policies that may impede inclusion efforts.

- Provide insight and feedback on strategies that support the organizations current and future workforce needs.
- Identify emerging issues that can impact ALA's culture.
- Gather feedback on engagement activities, program, and trainings, such as surveys, interviews, focus groups, roundtables, and external reviews to ensure effectiveness.
- Collaborate with Marketing & Communications and advise on content and custom messages delivered to all ALA staff and constituents.
- Broadly build and report on successes and impact.
- Conduct standing meetings to establish a strong rhythm that ensures continuous momentum of the Council's work.