

CRASH COMMITTEE RECOMMENDATIONS

Membership

1. Track current demographics (e.g., race/ethnicity, age, sex, profession) of individual member representatives, as well as demographic composition of individual committees.
2. Set measurable and time-bound goals for increased representation from priority demographics.
3. Review current membership categories, invitation/application processes, fees/costs, and assess and address barriers to participation, especially for non-national organizations.
4. Prioritize outreach to non-health care sector and non-national organizations with a special invitation and consideration to become organizational members. Set measurable and time-bound goals for increased organization diversity.
5. Consider providing scholarships for small non-national organizations to cover application fees and/or attend membership meetings.
6. Explore participation through other venues such as conference calls and webinars.
7. Engage a bridge builder or cultural translator to build a welcoming experience for all members.
8. Track current demographics (e.g., race/ethnicity, age, sex, profession) of Coalitions Regional Representatives; assess and address barriers to participation in their nominations/elections process.
9. Identify, nurture, and mentor emerging member representatives of color, to create a pipeline of individuals to fill USBC leadership roles.
10. Track diversity/equity statements of member organizations, as well as their stakeholder engagement wheel levels for diversity/equity work.

Governance/Leadership

1. Revise the current Diversity Values Statement to strengthen emphasis on equity and inclusion.
2. Track current demographics (e.g., race/ethnicity, age, sex, profession) of Board of Directors and elected officers, and actively nominate leaders of color for USBC Board positions.
3. Set measurable and time-bound goals for increased representation from priority demographics in USBC leadership roles.
4. Assess current participation of community-based doulas and peer counselors, Certified Lactation Counselors, and non-licensed providers in USBC leadership roles; assess and address barriers to participation.
5. Integrate awareness of and commitment to diversity, equity, and inclusion at the core of all USBC policies, programs, and activities.
6. Use BoardSource Assessment of Personal Cultural Competence to identify and address non-inclusionary behaviors and dynamics.
7. Provide ongoing cultural competency training to all Board members, to foster a culture of inclusion.
8. Build, grow and support a viable board mentoring culture, with a concrete plan to pair mentors and mentees. When necessary, look outside the organization for mentors.

Staff/Personnel

1. Transition all staff from independent contractors to employees. Provide health insurance and other standard benefits such as retirement, unemployment, and provide office equipment (computers, phones, printers) to remove barriers to deserving applicants.
2. Create Equal Employment Opportunity Policy to strengthen commitment and declare intention to go beyond legal requirements in recruitment/hiring.
3. Develop recruitment practices that foster diversity in the staff team, including emphasis on diversity/equity priorities in job descriptions, and broad outreach to promote/post jobs in venues likely to reach diverse candidates.
4. Develop written compensation policies, and procedures for appropriate review of compensation levels, to benchmark to industry standards and ensure the organization can attract and retain highly qualified and talented employees. Ensure alignment of compensation ranges with job descriptions/levels, variation within ranges according to individual skills/experience, and pay increases/promotions according to annual performance evaluation results.
5. Formalize professional development plans for each staff member, and allocate funds annual to offer education/training benefits.
6. Identify, nurture, and mentor emerging staff members of color, to create a pipeline of individuals for future leadership succession.
7. Use BoardSource Assessment of Personal Cultural Competence to identify and address non-inclusionary behaviors and dynamics.
8. Provide ongoing cultural competency training to all staff, to foster a culture of inclusion.

Coalitions

1. Continue/expand tracking of current demographics (e.g., race/ethnicity, age, sex, profession) of state coalition leadership and membership, and make data available to the public.
2. Assess current participation of community-based doulas and peer counselors, Certified Lactation Counselors, and non-licensed providers in coalition leadership roles; assess and address barriers to participation.
3. Share USBC activities and resources around increasing representation of priority demographics in USBC leadership, membership, and staff.
4. Assess coalition leaders' and members' current knowledge and skills needed to advance diversity and equity work; identify and provide training and technical assistance opportunities to build coalition capacity.
5. Support coalitions to create diversity, equity, and inclusion statements and practices and set measurable and time-bound goals for their adoption.
6. Encourage increased representation of priority demographics in coalition leadership and membership through inclusion of metrics in USBC's "Markers of Effective Coalitions" and related reports.

Overall

1. Elicit periodic feedback to assess how USBC culture is perceived (external perceptions of the board or the organization; internal perceptions of individuals).
2. Create an organization-wide Code of Conduct to define appropriate behavior between/among member representatives, board, staff, volunteers, etc.
3. Create Conflict Resolution Guidelines to ensure a neutral, structured approach to addressing disagreements to find common ground on meaningful matters.
4. Implement culturally sensitive practices within USBC membership meetings and coalitions conferences, and provide opportunities for connection, relationship building, and trust building.
5. Continue to provide multiple venues and opportunities for individuals to participate in discussions around equity and inclusion.
6. Invite community organizations working on breastfeeding equity to present at membership meetings and coalitions conferences.
7. Evaluate who holds power, whose voices are heard, and how decisions are made, especially considering how USBC's current policies and structures diminish or perpetuate existing breastfeeding inequities.
8. Consider having membership meetings and coalitions conferences in locations where greatest breastfeeding disparities exist to facilitate expanded participation.
9. Elicit feedback from members, coalitions, and stakeholders on how to best grow leadership among communities not currently represented or underrepresented.

Adopted by the USBC Board of Directors: September 22, 2014.