



# INCLUSION, DIVERSITY, EQUITY & ACCESSIBILITY (IDEA) 2026

## Committee Charter

### COMMITTEE MEMBERS

<b>Co-Chair</b>	Alfred Johnson
<b>Co-Chair/Staff</b>	Ivoire Foreman, Operations Manager
<b>Board Liaison</b>	Maxine M. Maloney
<b>Members</b>	Kimberly Liebhart, Kimberly Rodriguez, LaTasha Roberson, Kenya Campbell, Corisa Myers, Tara Phillips, Susan Emerson, Joyce DeBolt, Nicole Laub, Shacquelin Thomas-Davenport, Lloyd Bullard, Nora Campanella
<b>Meeting Frequency</b>	Second Friday - Every two (2) Months - Feb, April, June, Aug, Oct, Dec 2 – 3 pm ET Additional work may be completed by committee members outside of formal meetings, as coordinated by committee Chair
<b>Committee Type</b>	Ad Hoc
<b>Reports To</b>	Executive Director and CEO

### COMMITTEE CHARGE

The IDEA committee shall provide strategic guidance and support of NARA's improved role in being a role model and the go-to resource for licensing professionals and regulatory agencies in the area of IDEA.

## Committee Responsibilities

Committee responsibility changes require the approval of the Executive Director/CEO.

### COMMITTEE TASKS

#	Task	Due Date
1	Review and update NARA Annual Cultural Awareness Regulatory Climate Best Practices Survey. Review results and make recommendations to Executive Director and CEO	April 30
2	Develop, schedule and offer bi-monthly open forums/facilitated dialogues starting in June on Important IDEA topics for regulators aimed at identifying issues, concerns, etc. from the 2025 NARA Annual Cultural Awareness Regulatory Climate Best Practices Survey.	May 31 (Jun, Aug, Oct, Dec)
3	Collaborate with Envesti Solutions to review and provide feedback on the development of an initial IDEA-focused course titled "Uncomfortable Conversations." The committee will evaluate course content for alignment with NARA's mission and member needs, and support dissemination once finalized. Future courses will be developed based on topics identified through the NARA Annual Cultural Awareness Regulatory Climate Best Practices Survey.	July 31
4	Develop and offer a workshop (topic TBD) for the 2026 Licensing Seminar.	2026 Seminar RFP



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5	Develop a strategic inclusion and diversity plan for NARA to propose to Board at September board meeting.	August 15
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### QUARTERLY REPORTS

Please provide quarterly status updates to NARA staff using the online survey link provided to the Committee Chair(s) For additional assistance, please email [admin@naralicensing.org](mailto:admin@naralicensing.org). Please include progress updates for each of the listed tasks for the committee. Updates are due by the following dates:

January – March update due: 04/10	April – June update due: 07/10
July – September update due: 10/09	October – December update due: 12/18