

HOSPICE AND PALLIATIVE CREDENTIALING CENTER

HPCC's Statement of the Problem

Systemic and structural challenges can impact access to credentialing for underrepresented groups, including historical disparities in standardized testing. Currently, the composition of the Board of Directors and certificants does not fully reflect the diverse communities served in hospice and palliative care.

The Genesis of the Committee's Name

HPCC chose the name of the Diversity, Equity, Inclusion, and Belonging (DEIB) Committee to foster an inclusive and equitable certification process in hospice and palliative care. By promoting diversity, equity, inclusion, and a sense of belonging, the committee aims to help ensure that all individuals have fair access to certification and organization opportunities.

Committee Name	Diversity, Equity, Inclusion and Belonging (DEIB)
Period of Performance	<ul style="list-style-type: none"> 1 year (January 2025– January 2026)
Committee Membership	<ul style="list-style-type: none"> HPCC certification is required. 7-9 members certified by HPCC with an expressed interest, experience, or expertise in the development of organizational culture reflective of diversity, equity, and inclusion. The committee term limit is 3 years with the option to apply for a 2nd 3-year term. The committee will include a chair and a chair-elect role. The chair role within this committee is limited to no more than 2 years. The HPCC CEO or designee serves as an ex-officio member. The DEIB Committee, led by the chair, will review new applications and make appointments to the committee as needed.
Committee Purpose/Mission/Vision Statements	
<p>Purpose</p> <ul style="list-style-type: none"> The purpose of the Diversity, Equity, Inclusion, and Belonging (DEIB) Committee is to assist and advise the HPCC Board in identifying internal and external barriers to achieving certification and providing opportunities to alleviate disparities and remove systematic biases. <p>Mission</p> <ul style="list-style-type: none"> To promote, monitor, and evaluate the organization's progress toward the development of a culture and processes that prioritize equity, diversity, and inclusion. <p>Vision</p> <ul style="list-style-type: none"> A world in which those providing care as well as those receiving care, including historically marginalized populations, have the best available resources and support. 	
Charge for 2025	
<ul style="list-style-type: none"> Identify and prioritize recommendations generated by the 2024 HPCC DEIB Focus groups to be implemented in 2025. Identify and prioritize recommendations generated by the 2024 HPCC DEIB Focus groups to be included in the 2026-2027 HPCC strategic plan. Assist the HPCC Board in identifying external resources (e.g., job boards, associations, affinity groups) to increase the diversity of candidates for HPCC Board and Committee positions. Survey the landscape for best practices addressing disparities and removing systematic biases. Prepare for the update to the HPCC and HPNA DEIB Style Guide which is scheduled for 2026. 	