



NKC Health Equity Steering Committee | Membership Application

Introduction

Thank you for your interest in joining the Northwest Kidney Centers' Health Equity Steering Committee. The Health Equity Steering Committee is committed to coming together to promote institutional change to better care for the community of patients and staff that we serve – guided by the goals, strategies, and action plans set in NKC's Health Equity Strategy. As a member of the Health Equity Steering Committee, you are committed to supporting the removal of barriers to care that perpetuate disparate health outcomes for those impacted by kidney disease.

[Review](#) the steering committee charter for more information.

Applicant Selection Criteria

Committee members are selected to reflect NKC's cross-functional and patient-centered values. Members will be chosen based on the following criteria:

- **Organizational Representation:** Members of the committee will be chosen to represent different departments, job functions, and levels of leadership to ensure a cross-functional viewpoint – this is to ensure we are considering different points of a patient's journey at NKC.
- **Demonstrated Commitment to Health Equity:** Members should show a clear and active interest in advancing health equity. This may include:
 - Participating in past or current equity and inclusion initiatives within or outside of NKC
 - Advocating for inclusive practices or policy changes within their team, department, or community
 - Completing relevant trainings, workshops, or learning opportunities related to equity, cultural humility, or trauma-informed care
 - Supporting efforts to reduce barriers to care for underserved or historically marginalized populations
 - Uplifting the voices of patients, staff, or community members who are impacted by inequities
 - Demonstrating a personal commitment to learning, reflection, and growth through an equity lens

- **Collaborative Spirit:** Willingness to engage in open dialogue, shared learning, and cross-team collaboration to support strategic equity goals.
- **Capacity and Support:** Ability to participate regularly in committee meetings and activities outside of scheduling meetings, with the support of their supervisor and department.

Application Process

The Health Equity Steering Committee will be comprised of 9 NKC staff members with diverse representation from the following teams/functions across the organization: Medical Director, Nursing Leadership, Social Work, Nutrition, Palliative Care, Patient Finance, Dialysis Technicians, and the Home Program.

Please answer the following questions and email them to communications@nwkidney.org. If you have any questions, please reach out to Erin Lee.

Employees interested in applying for the steering committee should inform their direct supervisor of their decision to pursue this opportunity. Non-exempt employees must obtain supervisor approval before applying. Participation in the steering committee may not result in overtime for any staff member.

Applications are due via email by 11:59PM on July 1, 2025. A group of senior leaders – including NKC's Chief Medical Officer, Associate Chief Nursing Officer, the VP of Marketing and Communications, and the Equity and Partnerships Director – will review all submissions. Selected staff will be notified by email by August 15, 2025, and will have until August 31, 2025, to confirm their participation.

Application Questions:

1. Share why you want to join the Health Equity Steering Committee and how it aligns with your personal and/or professional values. Response can include examples of previous health equity work, skills, perspective, and lived experience.
2. What skills, perspective, and experience will you bring to the committee?
3. How do you approach learning from people with different backgrounds, lived experiences, or perspectives than your own?
4. Can you commit to attending the 90-minute monthly meetings? Committee members will be asked to engage in monthly meetings and up to 3-4 hours of work outside of monthly meetings.
5. Can you commit to a two-year term on the Health Equity Steering Committee?

Application Timeline

- **June 1, 2025:** Applications open.
- July 1, 2025 (by 11:59PM): Applications are due via email.
- **July 2 – August 14, 2025:** A small review committee made up of senior leaders will carefully review all applications.
- August 15, 2025: Applicants will be notified by email about the selection decisions.
- **September 2025:** The first meeting of the Health Equity Steering Committee will take place.