



# Diversity and Inclusion Committee Charter

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**Diversity and Inclusion Committee Goal:** To review the current state of diversity and inclusion in the NAYGN organization and form actions and initiatives to make NAYGN a more diverse and inclusive environment. Additionally, these initiatives should ultimately help NAYGN to be better in addressing systemic racism in our organization, in the nuclear industry, and in the communities we live.

## Background & Purpose

Since NAYGN's inception in 1999, the nuclear industry has looked to our organization as the voice of the young generation. Recent survey results from the 2020 Career Report have shown that NAYGN membership is not diverse in comparison to the energy and nuclear industry as a whole. The 2020 career report can be found at <https://naygn.org/wp-content/uploads/2020/06/Final-2020-Career-Report.pdf>

This special committee is being formed to help address those gaps and make NAYGN a more diverse and inclusive organization. Recruitment and retention of diverse nuclear members in both the industry and NAYGN and career support for all members will greatly benefit both the NAYGN organization and the nuclear industry.

In addition to addressing diversity and inclusion within NAYGN, this committee will serve to help address systemic racism in our organization, the industry, and our communities.

**Committee:** Email [diversity@naygn.org](mailto:diversity@naygn.org)

**Core Sponsor:** NAYGN Past President  
Lee Causey, [past-president@naygn.org](mailto:past-president@naygn.org)

**Committee Co-Leads:** Sarah Davis, Patrick Dickerson

## Committee Members

Committee Members	Email
Sandra Stewart	<a href="mailto:ssewart@energy-northwest.com">sstewart@energy-northwest.com</a>
Michael Hayes	<a href="mailto:mahayes@tva.gov">mahayes@tva.gov</a>
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William Schoenhals	wschoenhals@nuscalepower.com
Osama Baig	Osama.baig@ontariotechu.net

### Roles and Responsibilities

1. Develop actions and initiatives based on input from the committee, NAYGN members, and NAYGN core.
2. The NAYGN core sponsor is responsible for general guidance of the committee. The Committee lead is responsible for leading committee activities and member actions.
3. Committee to provide periodic updates to the Core and the general membership on D&I initiatives.
4. Committee to identify and communicate areas of concern or opportunities for improvement within the D&I Committee.
5. Committee Sponsor: Attend the yearly NAYGN Core meeting to provide a committee report-out.
6. Maintain the D&I Committee Charter current by reviewing and, if necessary, revising it periodically.