



# DEIB Task Force

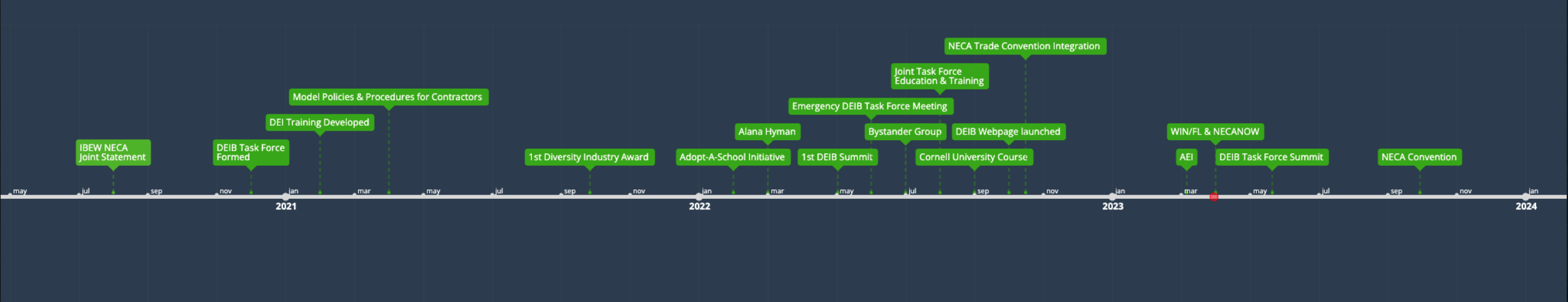
Accomplishments



# Outside Task Force Members

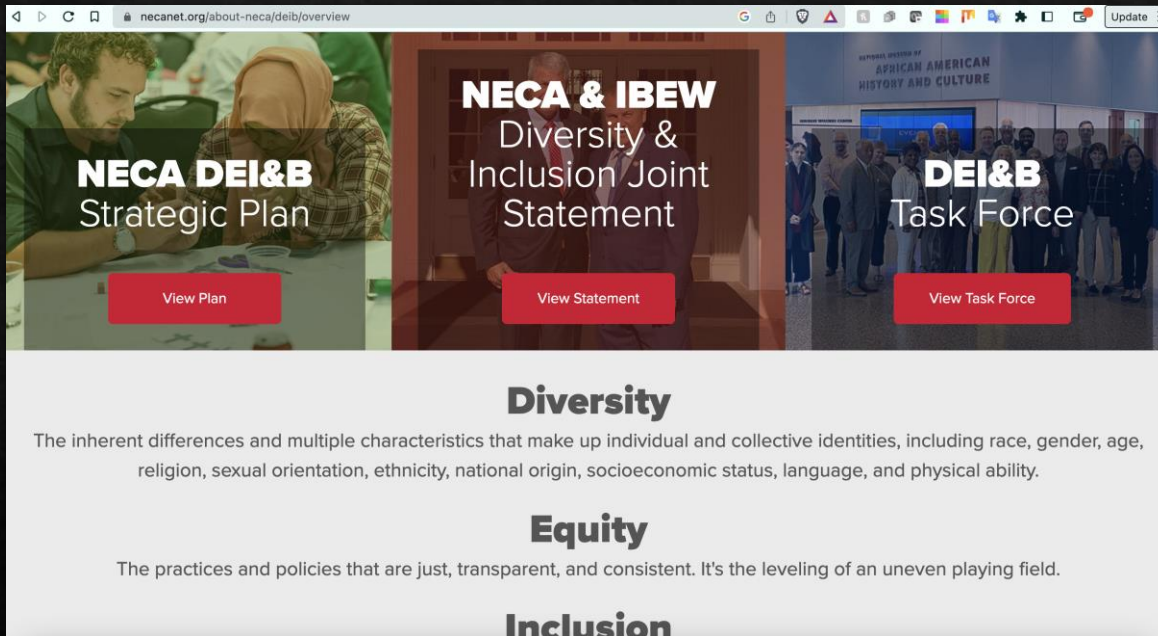
- ◆ Nikki Karbarz, Intren
- ◆ Kevin Moran, American Line Builders Chapter
- ◆ Paige Richards, Mountain Power

If interested in joining or nominating an employee, please email [KPM@ALBNECA.ORG](mailto:KPM@ALBNECA.ORG)



# TIMELINE

# DEIB Website/Resource Center



The screenshot shows the website [necanet.org/about-neca/deib/overview](https://necanet.org/about-neca/deib/overview). The header features three main sections: **NECA DEI&B Strategic Plan** with a "View Plan" button, **NECA & IBEW Diversity & Inclusion Joint Statement** with a "View Statement" button, and **DEI&B Task Force** with a "View Task Force" button. Below these, the page defines **Diversity** as "The inherent differences and multiple characteristics that make up individual and collective identities, including race, gender, age, religion, sexual orientation, ethnicity, national origin, socioeconomic status, language, and physical ability." It then defines **Equity** as "The practices and policies that are just, transparent, and consistent. It's the leveling of an uneven playing field." The word **Inclusion** is partially visible at the bottom.

**NECA DEI&B Strategic Plan**  
View Plan

**NECA & IBEW Diversity & Inclusion Joint Statement**  
View Statement

**DEI&B Task Force**  
View Task Force

**Diversity**  
The inherent differences and multiple characteristics that make up individual and collective identities, including race, gender, age, religion, sexual orientation, ethnicity, national origin, socioeconomic status, language, and physical ability.

**Equity**  
The practices and policies that are just, transparent, and consistent. It's the leveling of an uneven playing field.

**Inclusion**







◆ The NECA Adopt-a-School Program is designed to give back to local communities by providing support to area schools that are in need of additional resources.

It's Ok to Not  
Be Ok! (988)

