Group on Diversity and Inclusion

GDI Business Meeting and Elections

November 5, 2011
7:00 am – 9:00 am
Denver Convention Center, Room 201
# About GDI

## Mission and Focus

| **Mission** | The GDI is a national forum and recognized resource to support AAMC members in their efforts to realize the benefits of diversity and inclusion in medicine and biomedical sciences across all parts of their institutions and the community |
| **Focus** | Diversity and inclusion in faculty, graduate medical education, and professional development/institutional climate |
| **Membership** | • **Designated GDI Representative**  
U.S. medical school *dean designates* a faculty or administrator who has responsibility for institutional multicultural/diversity affairs  
• **Individual GDI Representatives**  
*Open membership*, U.S. medical school dean or self-designated |
| **Contact** | Juan Amador, Director and GDI Program Leader  
202.862.6149  
jamador@aamc.org  
www.aamc.org/gdi |
# GDI Definitions

## Diversity, Inclusion, and Health Equity

**Diversity** as a core value embodies inclusiveness, mutual respect, and multiple perspectives and serves as a catalyst for change resulting in health equity. In this context, we are mindful of all aspects of human differences such as socioeconomic status, race, ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography, disability and age.

**Inclusion** is a core element for successfully achieving diversity. Inclusion is achieved by nurturing the climate and culture of the institution through professional development, education, policy, and practice. The objective is creating a climate that fosters belonging, respect, and value for all and encourages engagement and connection throughout the institution and community.

**Health Equity** is when everyone has the opportunity to attain their full health potential and no one is disadvantaged from achieving this potential because of their social position or other socially determined circumstance (Source: CDC).
## GDI National Priorities

### Diversity and Inclusion in Faculty

<table>
<thead>
<tr>
<th>Short Term</th>
<th>Long Term</th>
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</thead>
<tbody>
<tr>
<td><strong>Priority 1</strong></td>
<td>Identify GDI data needs and define a comprehensive data set</td>
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<tr>
<td><strong>Priority 2</strong></td>
<td>Integrate issues unique to underrepresented groups in medicine and biomedical sciences (UGMBS) faculty into the Group on Faculty Affairs (GFA) New Member Toolkit</td>
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### Diversity and Inclusion in Graduate Medical Education (GME)

<table>
<thead>
<tr>
<th>Short Term</th>
<th>Long Term</th>
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<tbody>
<tr>
<td><strong>Priority 1</strong></td>
<td>Develop Holistic Review for residency admissions</td>
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### Diversity and Inclusion in Professional Development/Institutional Climate

<table>
<thead>
<tr>
<th>Short Term</th>
<th>Long Term</th>
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<tr>
<td><strong>Priority 1</strong></td>
<td>Provide professional development in collaboration with other AAMC Professional Development Groups</td>
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<tr>
<td><strong>Priority 2</strong></td>
<td>Adding Lesbian, Gay, Bisexual, Transgender (LGBT) issues and concerns to national agenda at all levels</td>
</tr>
<tr>
<td><strong>Priority 3</strong></td>
<td>Present GDI’s definition of diversity and inclusion to all AAMC memberships, organizations, and senior administration</td>
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</table>
GDI Steering Committee

Chair

Maria Soto-Greene

Chair-elect

David Acosta

Past Chair

Cynthia Boyd

Program Leader

Juan Amador
# GDI Steering Committee

<table>
<thead>
<tr>
<th>BOD Liaison</th>
<th>COD Liaison</th>
<th>GSA Liaison</th>
<th>GSA CODA Liaison</th>
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<tbody>
<tr>
<td>Deborah Powell</td>
<td>Jose M. del la Rosa</td>
<td>Maureen Garrity</td>
<td>Karen Lewis</td>
</tr>
</tbody>
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GDI Steering Committee

Jonathan Appelbaum
Deborah Davis
Francis Lu
John Paul Sanchez
GDI Annual Report

Group on Diversity and Inclusion (GDI)
GDI Annual Report, January – December 2011

January 2011
- GDI Steering Committee reviewed and confirmed national priorities
- GDI Steering Committee shared the GDI definitions for diversity and inclusion with the Accreditation Council for Graduate Medical Education (ACGME) Board of Directors
- GDI Steering Committee discussed possible amendments to GDI Rules and Regulations
- GDI Steering Committee members Leon McDougle, Francis Lu, and Ida Castro volunteered to respond to the 2011 *Academic Medicine* question of the year “What improvements in medical education will lead to better health for individuals and populations?”
- GDI Steering Committee met with AAMC Chief Diversity Officer Marc Nivet to discuss and align GDI priorities with new Diversity Policy and Program’s portfolios of work—Human Capital, Organizational Capacity Building, and Policy, Research and Knowledge Development
- GDI Chair Maria Soto-Greene and GDI Chair-elect David Acosta discussed a proposed professional development conference with the Group on Faculty Affairs (GFA) chair, chair-elect, and program leader

February 2011
- GDI Steering Committee engaged and agreed to support AAMC Diversity Policy and Programs’ development of an LGBT monograph
- GDI Chair Maria Soto-Greene was featured in the AAMC *Reporter* article, “Changing Times for LGBT Population Affect Medical Schools and Teaching Hospitals”
- GSA Steering Committee discussed and supported proposed amendment to GDI Rules and Regulations

March 2011
- GDI representatives granted automatic access to Faculty Roster reports via FAMOUS (the Faculty Administrative Management On-line User System)
- GDI Chair Maria Soto-Greene and GDI Chair-elect David Acosta discussed possible meeting models for a joint GFA/GDI Professional Development Conference with GFA leadership
- GDI LGBT Working Groups lead by GDI Issue-based Representatives John Paul Sanchez and Jonathan Appelbaum submitted two completed LGBT projects
  - Three fact sheets specific to LGBT topics for the Group on Faculty Affairs (GFA) Toolkit
  - GDI Recommendation for AAMC Collection of Data on Sexual Orientation and Gender Identity

Refer to page 7 in the Business Meeting book
GDI Nominating Committee Report

• Section IV.Membership.A.Voting Members: “The voting membership shall consist of persons appointed by the deans of medical schools…”

• Section IV.Membership.C.Officers: “The officers of the GDI shall include a Chairperson, a Chairperson-Elect, an Immediate-Past Chairperson, and Executive Secretary. All officers, except the Executive Secretary, must be voting members of the GDI at the time of election.”

• Section V.Committee(s).A.Steering Committee: “The GDI Steering Committee shall manage the affairs of the Group.” The GDI Steering Committee requires all nominees to be present at the GDI Business Meeting to present his or her platform.

• Section V.Committee(s).B.Nominating Committee: “A Nominating Committee, appointed every other year by the Steering Committee, shall be chaired by the Immediate-Past Chairperson…The Nominating Committee shall nominate a Chairperson-Elect, and its nomination shall be publicized to the membership in advance of the GDI Business Meeting.”
# GDI Elections

## GDI Representative

<table>
<thead>
<tr>
<th>Chair-elect</th>
<th>Central Region</th>
<th>Northeast Region</th>
<th>Southern Region</th>
<th>Western Region</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leon McDougle, M.D.</td>
<td>Susan Wilson, Ph.D.</td>
<td>Anthony Rodriguez, M.D.</td>
<td>André Churchwell, M.D.</td>
<td>Ann-Christine Nyquist, M.D.</td>
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GDI Rules and Regulations

• AAMC Groups are governed by Rules and Regulations
• AAMC Board of Directors approved the GDI Rules and Regulations, July 2009
• The GDI Steering Committee has discussed and reflected on how to achieve our strategic priorities and align with AAMC priorities
• The GDI Steering Committee is proposing amendments as a result of:
  1. Feedback from GDI on processes and procedures
  2. Efforts to align with the AAMC Rules and Regulations template
  3. Newly developed standard language for AAMC professional development groups
GDI Rules and Regulations

III. Purpose
Line 16-17: The purpose of the GDI is to unite expertise, experience, and innovation to inform and guide the advancement of diversity and inclusion throughout academic medicine and the community.
• “The community” added as discussed and recommended by the GDI membership during the GDI Business Meeting in November 2009

C. Officers
Line 43: The officers of the GDI shall include a Chairperson, a Chairperson-Elect, an Immediate-Past Chairperson, and Group Program Leader.
• New AAMC staff title, which replaces Group Executive Secretary

V. Committee(s), A. Steering Committee
Line 73: Group Chair or Designee of an AAMC Member Community
• Discussed and approved by GDI Steering Committee; Discussed with GSA Chair Maureen Garrity; GSA Steering Committee discussed and supported the proposed change

Line 91-94: A Steering Committee member who is no longer employed by the appointing medical school may complete an elected term on the Steering Committee only if he or she continues employment with an AAMC member medical school, academic society, or teaching hospital.
• This is standard language in the AAMC R&R template; this language was never included in the GDI R&R
B. Nominating Committee
Line 100-105: The Nominating Committee shall make nominations for the Chairperson-Elect and other open positions, and such nominations shall be publicized in advance to the membership with specific date and time when balloting shall open and close. Members, providing the consent of the nominee has been received, may make additional nominations from the floor, unless the election is by electronic ballot, in which case, additional nominations must be made at least 30 days before for the election is held.

• This is standard language in the AAMC R&R template; this language was never included in the GDI R&R since the current GDI voting process is paper-based

• GDI is now moving to hold one election (electronic) for its chair-elect and four regional representatives; most AAMC Groups host electronic elections

• No specific time frame is noted for “publicizing in advance to the membership” to provide the GDI Nominating Committee flexibility on the process; for the past two GDI elections, the Nominating Committee set specific time frames but had to adjust
VI. Meetings and Quorums

Line 131-132: Meetings may be designated as opened or closed. Attendance at closed meetings is limited to AAMC members and persons specifically invited.

- This is standard language in the AAMC R&R template: this language was never included in the GDI R&R
- All AAMC Groups have opened or closed meetings; for example, group steering committee meetings are closed and business meetings are opened; invitations to closed meetings are extended by the GDI Chair

Line 134: A business meeting of the GDI membership shall be held at least annually.

- This provides flexibility for the GDI Steering Committee to host GDI Business Meetings in-person, by conference call, or anytime of the year

Line 136: The Steering Committee shall meet in person or by conference call.

- Updated language to reflect the work process for GDI Steering Committee

Line 150-154: Action and elections may be held by electronic ballot using tools suitable for this purpose provided by the AAMC. In each such case, the forwarding communication shall specify the date and time when the balloting shall close. Where actions or elections are taken by electronic ballot, the decision will be determined by a majority of votes cast within the specified timeframe.

- This is standard language in the AAMC R&R template; this language was never included in the GDI R&R
VII. Amendments

Line 165: Subject to the approval of the AAMC Board of Directors, these Rules and Regulations may be amended or repealed and new Rules and Regulations may be adopted by a two-thirds vote of the voting members present at **any regular meeting of the Group** for which prior written notice of the proposed changes has been given.

- This provides flexibility for the GDI Steering Committee

Line 176: Approved by the AAMC Board of Directors, June 25, 2009

*Amended, July 2011*

- Reviewed by AAMC Chief Legal Officer in July and October 2011
AAMC President and CEO

Darrell G. Kirch, M.D.
GDI Elections Results
## GDI Leadership Transition

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
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<tbody>
<tr>
<td><strong>GSA National Chair</strong></td>
<td>Maureen J. Garrity, Ph.D.</td>
</tr>
<tr>
<td><strong>Central Region Representative</strong></td>
<td>Leon McDougle, M.D., M.P.H.</td>
</tr>
<tr>
<td><strong>Northeast Region Representative</strong></td>
<td>Ida L. Castro, M.A., J.D.</td>
</tr>
<tr>
<td><strong>Southern Region Representative</strong></td>
<td>Donna M. Parker, M.D.</td>
</tr>
<tr>
<td><strong>Western Region Representative</strong></td>
<td>Francisco A. Moreno, M.D.</td>
</tr>
<tr>
<td><strong>Issue-based Representative</strong></td>
<td>Jonathan S. Appelbaum, M.D.</td>
</tr>
<tr>
<td><strong>Issue-based Representative</strong></td>
<td>John Paul Sanchez, M.D., M.P.H.</td>
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GDI Chair, 2009-2011

Maria L. Soto-Greene, M.D.
Vice Dean and Professor
University of Medicine and Dentistry of New Jersey-New Jersey Medical School
GDI Chair, 2011-2013

David A. Acosta, M.D.
Associate Dean for Multicultural Affairs
University of Washington
School of Medicine
Save the Date

GFA/GDI Professional Development Conference

August 9-12, 2012
Indianapolis, Indiana