Group on Diversity and Inclusion (GDI)
GDI Call for Steering Committee Nominations

GDI Nominating Committee
April 2019
About the Group on Diversity and Inclusion

Mission
The Group on Diversity and Inclusion (GDI) serves as a national forum and recognized resource to support the efforts of AAMC member institutions and academic medicine at the local, regional, and national levels to realize the benefits of diversity and inclusion in medicine and biomedical sciences.

Purpose
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.

Diversity
Diversity as a core value embodies inclusiveness, mutual respect, and multiple perspectives and serves as a catalyst for change resulting in social justice. 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
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.

Health Equity*
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: Centers for Disease Control and Prevention*
GDI Call for Nominations

There are five elected positions available:
1. Chair-elect
2. Central Region Representative
3. Northeast Region Representative
4. Southern Region Representative
5. Western Region Representative

GDI Rules and Regulations: Eligibility, Voting, and Election
Section IV. Membership, Section A states “The voting membership shall consist of persons appointed by the deans of medical schools.” This is the designated GDI representative. All designated GDI representatives are eligible for elected GDI Steering Committee positions.

Section IV. Membership, Section C states “The officers of the GDI shall include a Chairperson, a Chairperson-Elect, an Immediate-Past Chairperson, and Group Program Leader. All officers, except the Group Program Leader, must be voting members of the GDI at the time of election.” The voting members are the designated GDI representatives.

Section VI. Meetings and Quorums states “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.” GDI will have electronic elections.

Section V. Committee(s), Section A states “the GDI Steering Committee shall manage the affairs of the Group.”

For additional information, review the GDI Rules and Regulations.

Designated GDI Representatives
The designated GDI representatives are appointed by the medical school deans and are eligible to run for office and vote.

To view a list of the designated GDI representatives click here. To view a more detailed list visit the GDI Website at www.aamc.org/gdi and access the Designated GDI Directory. You must use your AAMC username and password to access this member only resource.
GDI Chair-Elect

Duties and Responsibilities

- Hold the position of chair-elect for a two-year term and then assume the position of GDI chair for another two-year term. At the end of this term of office, the individual becomes GDI immediate past chair for one year. The total number of years of service is five (5).
- Attend GDI Steering Committee meetings at the AAMC or virtual events.
- Direct the order of business during meetings and make all parliamentary decisions in the absence of the GDI chair.
- Represent the GDI at AAMC meetings such as the Leadership Forum and group chair’s meeting.
- Plan the GDI professional development conference for the GDI membership.
- Collaborate with other AAMC professional development groups to develop and implement GDI initiatives, projects, and activities.
- Organize and attend GDI professional development conferences.
- Participate in monthly GDI Steering Committee conference calls.
- Maintain regular contact with the AAMC Constituent Engagement Director.
- Assist with other duties as assigned by the GDI chair.

Nomination Packet Requirements

An electronic nomination packet must contain the following:

1. A personal statement, which does not exceed 500 words, explaining the nominee’s:
   - Motivation for running for GDI Chair-elect.
   - Demonstrated leadership with diversity and inclusion programs and initiatives as related to the GDI national priorities—diversity and inclusion in graduate learners, faculty and staff, community engagement, institutional culture and climate.
   - Demonstrated accomplishments in developing, implementing, and evaluating diversity and inclusion projects and initiatives that support local, regional, and national efforts.
   - Demonstrated involvement with the AAMC.

2. A letter from the medical school dean or the dean’s designate expressing support for the nominee holding this elected position.

3. A current curriculum vitae (CV) for the nominee, which should not exceed five (5) pages, highlighting the professional experience and qualifications that support the GDI national priorities.

4. A brief biography, no more than two to three paragraphs, highlighting academic and personal information.

5. A recent color photograph of the nominee (head shot).

Required Time Commitments

The GDI Steering Committee officer’s positions require significant time commitment including:

- Attending a three day in-person GDI Steering Committee meeting and regular conference calls.
- Representing GDI at Learn, Serve, Lead: The AAMC Annual Meeting, spring meetings, and professional development conferences.
- Working to align the AAMC, AAMC Diversity Policy and Programs, and GDI strategic priorities.
- Participating on AAMC advisory committees, working groups or subcommittees as requested.
GDI Regional Representative (Central, Northeast, Southern, and Western)

Duties and Responsibilities

- Hold the position of GDI regional representative for a two-year (2) term.
- Communicate and engage with GDI representatives.
- Serve as a resource to GDI representatives in the region.
- Represent the views and perspectives of GDI representatives in the region.
- Attend GDI Steering Committee meetings at the AAMC or virtual events.
- Represent the GDI at AAMC meetings.
- Assist with planning the GDI professional development conference for the GDI membership.
- Collaborate with other AAMC professional development groups to develop and implement GDI initiatives, projects, and activities.
- Attend GDI professional development conferences.
- Participate in monthly GDI Steering Committee conference calls.
- Maintain regular contact with the AAMC Constituent Engagement Director.
- Assist with other duties as assigned by the GDI chair.

GDI Regional Representatives Nomination Packet Requirements

An electronic nomination packet must contain the following:

1. A personal statement, which does not exceed 500 words, explaining the nominee’s:
   - Motivation for running for GDI Regional Representative.
   - Perspective and professional experience in supporting at least one of the GDI national priorities—diversity and inclusion in graduate learners, faculty and staff, community engagement, institutional culture and climate.
   - Demonstrated accomplishments in advancing diversity and inclusion at the regional or local level.

2. A letter from the medical school dean or the dean’s designated expressing support for the nominee holding this elected position.

3. A brief biography, which is no more than two to three paragraphs highlighting academic and personal information.

4. A recent color photograph of the nominee (head shot).

Required Time Commitments

The GDI Steering Committee officer’s positions require significant time commitment including:

- Attending a three day in-person GDI Steering Committee meeting and regular conference calls.
- Representing GDI at Learn, Serve, Lead: The AAMC Annual Meeting, spring meetings, and professional development conferences.
- Working to align the AAMC, AAMC Diversity Policy and Programs, and GDI strategic priorities.
- Participating on AAMC advisory committees, working groups or subcommittees as requested.
Nomination Deadline
An electronic nomination packet must be received by May 10, 2019. Incomplete or late nominations will not be accepted.

How to Submit an Electronic Nomination
You must submit a completed nomination packet using the AAMC online system Cadmium. An acknowledgement receipt for the nomination will be sent from Cadmium to the submitter. The GDI Nominating Committee will not review additional materials.

GDI Nominating Committee
The Immediate Past GDI Chair Dr. Joan Reede chairs the nominating committee and members include Dr. Cynthia Boyd, Dr. Maria Soto-Greene, Dr. Leon McDougle, and Dr. Renee Navarro.

Questions about the Nomination Process
Contact Dr. Joan Reede directly at joan_reede@hms.harvard.edu and copy jamador@aamc.org. Dr. Joan Reede is the chair of the GDI Nominating Committee.

Questions about the GDI Steering Committee
Edward J. Callahan, Ph.D. at callahan@ucdavis.edu
J. Renee Navarro, M.D., PharmD, at Renee.Navarro@ucsf.edu
Juan Amador at jamador@aamc.org

Questions about the GDI Regional Representatives
Central: David Brown, MD, at davidjb@med.umich.edu
Northeast: Linda Barry, MD, FACS, at lbarry@uchc.edu
Southern: Kendall Campbell, M.D., FAAFP, at campbellke16@ecu.edu
Western: Victoria Murrain, D.O., at victoria.murrain@bannerhealth.com

Questions about the Dean Designated GDI Representative (voting)
Contact Stephany Aguilar at saguilar@aamc.org

Questions about the AAMC online system Cadmium
Contact Michelle Oliva at moliva@aamc.org
GDI Initiatives, Projects, Collaborations

The GDI Steering Committee continued to devote its meetings to implementing and discussing outcomes for its priorities—diversity and inclusion in graduate learners, faculty and staff, community engagement, institutional culture and climate. All priorities are being developed and implemented by the GDI membership and cross-Group collaborations. The following are examples:

- **Diversity and Inclusion Leadership Survey** is an AAMC survey that was administered to all dean designated GDI leader to obtain information about their background, training, demographics institutional roles, priorities, and experiences.
- **2017 GDI/GWIMS Inspiring Intersections Summit**—a joint summative event united diversity, inclusion, and gender equity professionals in academic medicine to explore concepts of intersectionality, promising practices and innovations. The summit was designed around three themed days: collaborate, challenge, and change.
- **2018 GDI Professional Development Conference**—GDI celebrated its 10th anniversary in New Orleans. This conference focused on the progress the GDI has made and set the groundwork for future collaborations to deepen the impact of diversity and inclusion.
- **2019 Group on Business Affairs (GBA), Group on Diversity and Inclusion (GDI), Group on Institutional Planning (GIP) Joint Spring Meeting**—this first-time event will convene professionals in business affairs, diversity and inclusion, and institutional planning to share experiences and identify common goals. Plenary sessions, workshops, breakout sessions, and networking and social opportunities focus on partnerships that can help achieve strategic objectives more efficiently.
- **Addressing LCME Elements**—the GDI Steering Committee continues to provide opportunities and resources for supporting its members in addressing concerns and challenges in meeting the LCME diversity elements.
- **Strategic Partnerships** – the GDI Steering Committee continues exploring new collaborative partnerships with several AAMC affinity groups to infuse diversity and inclusion.