

**WORK GROUP CHARGE**  
**Community, Access, Respect, Empowerment (CARE) Work Group**  
**(Approved by the GIR Steering Committee on August 14, 2025)**

Embracing and advocating for diversity is everyone's responsibility. The Association of American Medical Colleges Community, Access, Respect, Empowerment (CARE) has the following guiding statement: We will champion education and approaches to assist the GIR in moving forward efforts in community, access, respect and empowerment at their organizations. Within the GIR, there are specific actions we can each take in the library science and IT areas to raise visibility of the issues, and make our workplaces, research, and hiring practices more inclusive.

Our primary goals include recruitment and retention of members from underrepresented groups and the cultivation of greater critical attention to questions of accessibility in our work in IT and library science. It is each of our responsibility to create a welcoming and environment that cultivates community.

This Work Group aims to accomplish the above by: raising awareness, designing and implementing learning activities, and developing and executing GIR Spring Conference activities.

Sample activities:

- Collaborate with other AAMC professional groups to create joint annual meeting sessions.
- Present to the GIR Steering Committee and GIR membership on trends and issues in our community, access, respect and our environment.
- Collaborate with the AAMC GDI to develop and collaborate on relevant topics and other activities mutually agreed upon by CARE and the GIR Steering Committee.
- Collaborate with AAMC members to develop online resources to support community, access, respect and our environment.
- Produce one to two resources per year to equip the membership towards lifelong learning about community, access, respect and our environment.
- Provide quarterly written reports (document or email) to the GIR Steering Committee.

CARE will meet at least quarterly by conference call, with an annual face-to-face meeting at the GIR spring meeting. The Work Group will consist of two Co-chairs appointed by the Steering Committee with a two-year renewable term and GIR members who have an interest in and willingness to contribute to developing resources related to this Work Group. The Work Group is an open forum for those who wish to join.

CARE Work Group members will attend meetings; suggest resource deliverables; propose and participate in conference sessions; and share information via email and written updates to other team members and potentially the GIR membership as a whole.