

**WORK GROUP CHARGE**  
**Group on Information Resources (GIR) Diversity & Inclusion Work Group**  
**(Approved by the GIR Steering Committee on February 21, 2018)**

Embracing and advocating for diversity is everyone's responsibility. The Association of American Medical Colleges GIR Diversity and Inclusion Work Group (GIRDI) has the following guiding statement: We will champion education and approaches to assist the GIR in moving diversity and inclusion efforts forward 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 diversity in our work in IT and library science. It is each of our responsibility to create a welcoming and inclusive environment. Each member of the GIR is a lifelong learner in diversity and inclusion and our goal is to continuously move forward in line with the overall AAMC mission. 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 diversity and inclusion.
- Collaborate with the AAMC Group on Diversity and Inclusion (GDI) to develop and collaborate on relevant diversity and inclusion topics and other activities mutually agreed upon by GIRDI and the GIR Steering Committee.
- Collaborate with AAMC members to develop online resources on diversity and inclusion.
- Produce one to two resources per year to equip the membership towards lifelong learning about diversity and inclusion.
- Provide quarterly written reports (document or email) to the GIR Steering Committee.

GIRDI 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.

GIRDI 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.