



## **Charter for AAMC Group on Diversity and Inclusion**

### **I. Name and Authority**

- A. Name. The name of the group shall be the Group on Diversity and Inclusion of the Association of American Medical Colleges (AAMC), herein after referred to as GDI.
  
- B. Authority. This Charter governs the GDI pursuant to the current version of the Groups Rules and Regulations approved by the AAMC Board of Directors, incorporated by reference. This charter and any process documents must be in alignment with the Groups Rules and Regulations.

### **II. Purpose**

- A. The purpose of the GDI shall be to unite expertise, experience, and innovation to inform and guide the advancement of diversity, equity, and inclusion throughout academic medicine, teaching hospitals and health systems, and the community.
  
- B. The GDI shall effectuate its purpose by serving 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, equity, and inclusion in medicine and the biomedical sciences.

### **III. Membership**

- A. Participants. The membership shall consist of faculty members and administrators who have responsibility for diversity, equity, and inclusion at AAMC member institutions.
  - i. Participants may be designated or self-nominated.
  
  - ii. Designated Participant: Deans of medical school members, including affiliate and provisional members, or the chief executives of teaching hospital members of the AAMC shall appoint a faculty member or administrator as the institutional designated participant and who shall serve at the pleasure of the respective dean or chief executive. There is only one designated participant per institution.
  
  - iii. Individual Participants: Additional participants are welcome from AAMC member institutions. The deans or chief executives are encouraged to look across the institution and recommend individuals who have strong expertise and interest in diversity, equity, and inclusion. A participant with responsibility, expertise, or interest may self-nominate. There is no limit to the number of individual participants per institution.
  
- B. Voting participants. All GDI participants are eligible to vote.

**IV. Officers and Terms**

- A. Officers. Officers of the GDI shall include a Chair, Chair-Elect, and Immediate-Past Chair.
- B. Eligibility of Officers. Eligible candidates for officer positions are those who are participants of the GDI.
- C. Term of Officers. The term of the officers shall be for two years. Officers shall begin and conclude their terms contemporaneous with the AAMC Annual Meeting.

**V. Committees**

- A. Steering Committee. The GDI Steering Committee shall manage the affairs of the Group. The GDI Steering Committee shall be composed of the Chair, Chair-Elect, Immediate-Past Chair and such additional participants as described below:
  - 1. Central Region Participant
  - 2. Northeast Region Participant
  - 3. Southern Region Participant
  - 4. Western Region Participant
  - 5. Council of Deans (COD) Liaison
  - 6. Chair, Chair-Elect, or Designee of an AAMC council, organization, or professional development group
  - 7. Group on Student Affairs - Committee on Student Diversity Affairs (GSA-COSDA) Chair
  - 8. Issue-based Participants

Issue-based Participants shall be appointed to the Steering Committee at the discretion of the Chair for the purpose of either creating a liaison with organizations that hold a strong interest in the mission of the group or bringing in expertise or points of view.

- B. Nominating Committee. The Chair of the Nominating Committee shall be the Immediate-Past Chair.
  - i. The Nominating Committee shall make nominations for the Chair-Elect and other open elected positions.
  - ii. The Nominating Committee will recommend to the Steering Committee any replacement Officer, if the previously elected person is unable to serve. The Steering Committee will then make such replacement appointment, and these will remain effective until the next Group election.
- C. Other Committees. Other committees may be authorized by vote of the Steering Committee of the Group. Appointment to Committees shall be made by the GDI Chair with the approval of the Steering Committee. Committee Chairs shall be appointed by the GDI Chair. The committees and their functions shall be reviewed periodically by the Steering Committee. Those committees no longer needed may be dissolved upon recommendation of the Steering Committee.

**VI. Date Approved** The AAMC CEO [or designee] last approved this charter on DATE.