

COMMITTEE CHARTER

COMMITTEE TITLE: DIVERSITY, EQUITY, AND INCLUSION

COMMITTEE COMPOSITION: 5-7 members; 1 Board Liaison

BACKGROUND

The AATE is committed to promoting diversity, equity, inclusion, and social justice. As educators and health care providers, we are in a unique position to build diverse programs and prepare future professionals who reflect the diversity of our society and are committed equity, inclusion, and social justice. We want to gather individuals who can assist institutional members through educational initiatives to celebrate diversity, equity, and inclusion.

SCOPE OF WORK (focused and task-oriented)

This committee will identify, prioritize, and recommend educational strategies to promote diversity, equity, inclusion, and social justice. Specifically, the group will:

1. Identify how educators can support marginalized and minority students and educators who are members of the black, indigenous, people of color and LGBTQI+ communities.
2. Identify academic and financial resources to support diverse students during the application process, the first semester and continuing on through their residency or degree program.
3. Investigate a mentoring program for diverse students to connect them with individuals like them who can help navigate their progression through the professional program and the profession.
4. Identify future educational and supportive endeavors.
5. Collaboration with the Faculty Development Committee as needed.

ANTICIPATED COMMITMENT

Start Date: July 1, 2021
End Date: Based on initial appointment length
Time Commitment: 1-2 hours per week for committee members; committee chair – includes bi-weekly board meetings, meeting preparation, and other engagement opportunities

DELIVERABLES

1. Inclusive language resources
2. Recruitment and retention resources
3. Ideas for collaboration with the CAATE on their DEI initiatives

REPORTING PLAN

The Chair of the Diversity, Equity, and Inclusion committee will serve on the AATE Board of Directors.

SUPPORTING RESOURCES

Resources will be provided on an as-needed basis.