



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 to 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

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

1. Develop and/or provide programming that supports educators' efforts to support marginalized and minority students and educators who are members of the black, indigenous, people of color, and LGBTQI+ communities.
2. Provide academic and financial resources to support diverse students during the application process, the first semester and continuing through their residency or degree program.
3. Investigate a mentoring program for diverse students to help navigate their progression through the professional program and the profession.
4. Identify future educational and supportive endeavors.
5. Collaborate with other Committees as needed

ANTICIPATED COMMITMENT

Start Date:	September 8, 2021
End Date:	Standing Committee
Time Commitment:	1-2 hours per week for committee members; committee chair – also includes monthly 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 report to the AATE Board of Directors. The Chair or their designated representative will be invited to attend meetings of the Board of Directors.

SUPPORTING RESOURCES

Resources will be provided on an as-needed basis.