

# **Group on Diversity and Inclusion ([GDI](#))**

## **GDI Call for Nominations**

GDI Steering Committee  
June 2021

## **About the Group on Diversity and Inclusion**

### **Mission**

The [Group on Diversity and Inclusion \(GDI\)](#) serves 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 and inclusion in medicine and biomedical sciences.

### **Purpose**

The purpose of the GDI is to unite expertise, experience, and innovation to inform and guide the advancement of diversity and inclusion throughout academic medicine and the community.

### **Diversity**

Diversity as a core value embodies inclusiveness, mutual respect, and multiple perspectives and serves as a catalyst for change resulting in social justice. In this context, we are mindful of all aspects of human differences such as socioeconomic status, race, ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography, disability and age.

### **Inclusion**

Inclusion is a core element for successfully achieving diversity. Inclusion is achieved by nurturing the climate and culture of the institution through professional development, education, policy, and practice. The objective is creating a climate that fosters belonging, respect, and value for all and encourages engagement and connection throughout the institution.

### **Health Equity\***

Health equity is when everyone has the opportunity to attain their full health potential and no one is disadvantaged from achieving this potential because of their social position or other socially determined circumstance.

Source: Centers for Disease Control and Prevention\*

## **GDI Call for Nominations**

### **Five Elected Positions and Participant Eligibility:**

1. Chair-elect: open to all designated and individual GDI participants
2. Central Region: open to designated and individual Central GDI participants
3. Northeast Region: open to designated and individual Northeast GDI participants
4. Southern Region: open to designated and individual Southern GDI participants
5. Western Region: open to designated and individual Western GDI participants

### **New GDI Charter: Participants, Eligibility, Voting, and Election**

- 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.

### **Important Notes**

- An important change from past call for nominations and elections, all GDI participants can now submit a nomination and will vote during elections.
- Current GDI Steering Committee Regional Participants are not eligible to hold another two-year term. They are eligible for the Chair-elect position.
- Current GDI Issue-based Participants are eligible for the Chair-elect or Regional position.
- To view information about the current GDI Steering Committee, [click here](#).
- To view your AAMC Affinity Group participation, including GDI, [click here to access “View My AAMC Affinity Groups”](#) (bottom right side of the webpage). Use your AAMC username and password to access this member only resource. Use the “Forgot my username or password” to recover your AAMC account information. Do not create a second account.
- Do not use contact lists for surveys. Do not distribute any contact list for the affinity groups.
- Contact Juan Amador at [jamador@aamc.org](mailto:jamador@aamc.org) for questions or assistance.

## **GDI Chair-Elect**

### **Duties and Responsibilities**

- Hold the position of chair-elect for a two-year term and then assume the position of GDI chair for another two-year term. At the end of this term of office, the individual becomes GDI immediate past chair for one year. The total number of years of service is five (5).
- Attend GDI Steering Committee meetings at the AAMC or virtual events.
- Direct the order of business during meetings and make all parliamentary decisions in the absence of the GDI chair.
- Represent the GDI at AAMC meetings.
- Plan and attend the GDI professional development conference.
- Attend Learn Serve Lead: The AAMC Annual Meeting.
- Collaborate with other AAMC professional development groups to develop and implement GDI initiatives, projects, and activities.
- Participate in monthly GDI Steering Committee conference calls.
- Maintain regular contact with the AAMC Constituent Engagement Director Juan Amador.
- Assist with other duties as assigned by the GDI Chair and AAMC Constituent Engagement Director

### **Required Time Commitments**

The GDI Chair-elect position requires significant time commitment including:

- Attending a two or three-day GDI Steering Committee meeting and regular monthly conference calls.
- Representing GDI at Learn, Serve, Lead: The AAMC Annual Meeting, spring meetings, and professional development conferences.
- Working to align the AAMC, AAMC Equity, Diversity and Inclusion (EDI) Cluster, and GDI strategic priorities.
- Participating on AAMC advisory committees, working groups, or subcommittees as requested.

### **Nomination Packet Requirements**

An electronic nomination packet must contain the following:

1. A personal statement, which does not exceed 500 words, explaining the nominee's:
  - Motivation for running for GDI Chair-elect
  - Demonstrated leadership with diversity, equity, and inclusion programs and initiatives as related to the GDI national priorities—diversity and inclusion in graduate learners, faculty and staff, community engagement, institutional culture and climate.
  - Demonstrated accomplishments in developing, implementing, and evaluating diversity, equity, and inclusion projects and initiatives that support local, regional, and national efforts
  - Demonstrated involvement with the AAMC
2. A letter from the medical school dean or the dean's designate expressing support for the nominee holding this elected position.
3. A current curriculum vitae (CV) for the nominee, which should not exceed five (5) pages, highlighting the professional experience and qualifications that support the GDI national priorities.
4. A brief biography, no more than two to three paragraphs, highlighting academic and personal information.
5. A recent color photograph of the nominee (head shot).

## **GDI Regional Participants: Central, Northeast, Southern, and Western**

### **Duties and Responsibilities**

- Hold the position of GDI regional participant for a two-year (2) term.
- Communicate and engage with GDI participants in region.
- Serve as a resource to GDI participants in the region.
- Represent the views and perspectives of GDI participants in the region.
- Attend GDI Steering Committee meetings at the AAMC or virtual events.
- Attend Learn Serve Lead: The AAMC Annual Meeting.
- Represent the GDI at AAMC meetings.
- Plan and attend the GDI professional development conference.
- Collaborate with other AAMC professional development groups to develop and implement GDI initiatives, projects, and activities.
- Participate in monthly GDI Steering Committee conference calls.
- Assist with other duties as assigned by the GDI chair.

### **Required Time Commitments**

The GDI regional positions require significant time commitment including:

- Attending a two or three-day GDI Steering Committee meeting and regular monthly conference calls.
- Representing GDI at Learn, Serve, Lead: The AAMC Annual Meeting, spring meetings, and professional development conferences.
- Working to align the AAMC, AAMC Equity, Diversity and Inclusion (EDI) Cluster, and GDI strategic priorities.
- Participating on AAMC advisory committees, working groups, or subcommittees as requested.

### **GDI Regional Representatives Nomination Packet Requirements**

An electronic nomination packet must contain the following:

1. A personal statement, which does not exceed 500 words, explaining the nominee's:
  - Motivation for running for GDI Regional Representative
  - Perspective and professional experience in supporting at least one of the GDI national priorities— diversity and inclusion in graduate learners, faculty and staff, community engagement, institutional culture and climate
  - Demonstrated accomplishments in advancing diversity, equity, and inclusion at the regional or local level.
2. A letter from the medical school dean or the dean's designated expressing support for the nominee holding this elected position.
3. A brief biography, which is no more than two to three paragraphs highlighting academic and personal information.
4. A recent color photograph of the nominee (head shot).

### **Nomination Deadline**

An electronic nomination packet must be received by **July 8, 2021, 11:59 PM PT**. **Incomplete or late nominations will not be accepted.**

### **How to Submit an Electronic Nomination**

You must submit a completed nomination packet using the [AAMC online system Cadmium](#). An acknowledgement receipt for the nomination will be sent from [Cadmium](#) to the submitter. The GDI Nominating Committee will not review additional materials.

### **GDI Nominating Committee**

The Immediate Past GDI Chair Dr. Ed Callahan chairs the nominating committee and members include Dr. Cynthia Boyd, Dr. Maria Soto-Greene, Dr. Joan Reede, and Dr. Renee Navarro.

### **Questions about the Nomination Process**

Contact Dr. Ed Callahan at [callahan@ucdavis.edu](mailto:callahan@ucdavis.edu) and copy [jamador@aamc.org](mailto:jamador@aamc.org). Dr. Ed Callahan is the chair of the GDI Nominating Committee.

### **Questions about the GDI Steering Committee**

J. Renee Navarro, M.D., PharmD, at [Renee.Navarro@ucsf.edu](mailto:Renee.Navarro@ucsf.edu)  
Juan Amador at [jamador@aamc.org](mailto:jamador@aamc.org)

### **Questions about the Current GDI Regional Participants**

Central: Iris Romero, MD, at [iromero@bsd.uchicago.edu](mailto:iromero@bsd.uchicago.edu)  
Northeast: Yolanda C. Haywood, MD, at [yhaywood@gwu.edu](mailto:yhaywood@gwu.edu)  
Southern: Rene Salazar, MD, at [rene.salazar@austin.utexas.edu](mailto:rene.salazar@austin.utexas.edu)  
Western: Nicole Jacobs, PhD, at [nnjacobs@med.unr.edu](mailto:nnjacobs@med.unr.edu)

### **Questions about the AAMC online system Cadmium**

Contact Michelle Oliva at [moliva@aamc.org](mailto:moliva@aamc.org).

### **Questions about the online AAMC GDI Participant List**

Contact Stephany Aguilar at [saguilar@aamc.org](mailto:saguilar@aamc.org).