



1

Agenda Items

1. Review current mission statement. Explore current state and collaboratively envision a desired future state for the diversity committee.
2. Discuss opportunities to use existing data collected by AAMC to do systematic needs analyses/ gap analyses to better understand how we can best to stay connected professionally during the pandemic and provide support to diverse faculty members and colleagues.
3. Explore opportunities to collaborate synergistically with other groups and committees within CFAS and within AAMC
4. Identify milestones, timelines and next steps
5. Identify meeting frequency.

2

“Of all the forms of inequality, injustice in health care is the most shocking and inhumane”.

Rev. Dr. Martin Luther King Jr.

3

Mission of the committee

- The CFAS Diversity Committee will elevate awareness of the importance of diversity among administrative board members and the leadership of CFAS, as well as seek to develop mechanisms to promote and empower diversity and inclusiveness in all CFAS activities.
- We define diversity broadly to include all aspects of human differences including but not limited to socioeconomic status, race, ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography (including rural and highly rural areas), disability, and age.
- This committee will collaborate with the Group on Diversity and Inclusion (GDI) and other relevant AAMC groups to facilitate and promote development of innovative methods of education, research, policy, and clinical practice that focus on issues of diversity, inclusion, and respectful interactions.

4

Questions for consideration

- How can our committee work to alleviate the impact of the persistent and pervasive structural racism and biases on our faculty colleagues from communities of color and under-represented groups in medicine?
- **What are practical things we can do to be nimble and effective in a rapid fashion?**

5

Response Themes

- --What's in a name? **Justice, Equity, Diversity and Inclusion**
- --**identify and recommend actionable strategies that institutions could to support persons of color and women faculty who have been disproportionately disadvantaged by the trio of pandemics we find ourselves in: COVID-19, systemic racism, attacks on science**
- - Bring non-URM allies to diversity committees to divide the tasks and decrease the extra load that this groups bring to URM, after listening to URM concerns and advise
- -- building cases around one content area could be a way to get broader engagement at each center (ie students to residents to faculty & other individuals in the environment)
- --materials to explain and support why/how recruitment and leadership selection practices need to improve at all levels for faculty, to help build inclusivity and promote diversity.

6