

DEI Committee Committee Charter



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| Purpose | The DEI Committee serves the Society by promoting diversity, equity, and inclusion focusing on the AUGS membership, volunteer leadership and programming. The Committee ensures a seamless integration of these principles into the Society’s culture, establishing a community of respect and representation of all members. |
| Ongoing Committee Activities / Committee Charges & Strategies | <ul style="list-style-type: none"> • Create a new educational resource section on the AUGS Website for DEI information and resources. • Establish a discussion forum (e.g., DEI Blog) to encourage open discussion and sharing of information within the AUGS membership and in the broader urogynecology community. • Collaborate with other committees to ensure DEI topics are incorporated in webinars, workshop, and roundtable topics, as well as scientific sessions. Committees to collaborate with include Education, Fellowship Training and PFD Week Program Committees. • Submit an annual workshop or roundtable on a DEI topic at PFD Week. • Develop a policy that charges Committees with oversight over educational programming to ensure moderators and speakers represent the AUGS DEI Statement (Note, requires Board approval) • Review the AUGS patient education materials to evaluate if they are sensitive to the different patient cultures. Establish a process to review AUGS patient facing information to ensure inclusivity in language and visual depictions, keeping in mind multiple DEI issues. (Potential collaboration with PE Committee) • Establish an annual communication plan to formally recognize and reflect national holidays that honor DEI-focused initiatives; to include activities for February 28 and March 1 as annual days of recognition for Betsey, Lucy and Anarcha |
| Roles and Responsibilities | <p>Chair</p> <ul style="list-style-type: none"> • Help structure agenda for meetings. • Run an effective meeting to ensure involvement of committee members and the advancement of activities and charges. • Communication with the Board liaison before and after each Board meeting to share updates from the Committee and to hear about new Board initiatives. Report back to the full committee on each discussion with the Board liaison. • Identify, mentor, and groom the next Chair of the Committee. • Assist with structure and selection of committee members. • Serve in an advisory capacity for other committees to enhance DEI initiatives <p>Vice Chair</p> <ul style="list-style-type: none"> • Support the Committee Chair to ensure responsibilities are met in a timely manner. • Serve as interim Committee Chair in the absence of the Chair. • Recommend to the Governance Committee individuals to serve as the next Vice Chair. • Ascend to the position of Chair. <p>Members</p> <ul style="list-style-type: none"> • Be prepared and actively participate in all conference calls and meetings. • Work on projects as delegated by the Chair. • Serve on working groups and/or liaisons to other committees as needed • Participate in writing documents and publications for AUGS and the broader urogynecology community |

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| Workgroups and Other Committee Relationships | Not applicable at this point in time. |
| Expected Commitment | <p>The committee meets monthly via conference call. Committee members are expected to review all agenda/materials prior to each meeting, attend the conference calls as schedule, and attend the in-person meeting held during the Annual Scientific Meeting.</p> <p>The estimated monthly time commitment is 2 hours.</p> |
| Committee Composition | The AUGS DEI Committee is comprised of a Chair, Vice Chair and 6-8 additional members. One position on the Committee should be filled by a junior member who is less than five years post training, as well as a fellow representative. An AUGS Board member will serve as a liaison to this Committee. |
| Committee Terms | All committee members serve a one (1) year term and are eligible for reappointment for up to two additional consecutive terms (up to three years of service). Terms run January 1 – December 31. The Committee Chair and Vice Chair will each serve a two-year term. The Vice Chair should ascend to the role of Chair upon completion of their term as Vice Chair. |
| Selection/Appointment | Members are appointed by the AUGS Governance Committee with input from the Committee Chair. The Committee Chair is selected by the Governance Committee. Committee member selections are approved by the Board. |
| Committee Requirements | <p>Committee Members:</p> <ul style="list-style-type: none"> • Express desire to serve with a special interest in diversity, equity, and inclusion and/or health disparities in patient care. • Desire to advance the mission of AUGS. • Ability to make the necessary time commitment. • Must be a Society member in good standing. • Ability to attend and actively participate in conference calls. • Must adhere to AUGS Conflict of Interest and Disclosure policies. <p>Committee Chair:</p> <ul style="list-style-type: none"> • In addition to the above requirements, when possible, the Chair should have previously served as the Committee Vice Chair. <p>Vice Chair:</p> <ul style="list-style-type: none"> • In addition to the above requirements, when possible, the Vice Chair should have previously served as a committee member. |
| Staff Liaison(s) | Stephanie Paxson stephanie@aug.s.org |