

**DEI Committee
Committee Charter**



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| <p>Purpose</p> | <p>The Diversity, Equity, and Inclusion (DEI) Committee fosters a welcoming and inclusive community for Society members. It also advances equity for underrepresented patient groups by promoting outreach, awareness, and efforts to reduce health disparities.</p> |
| <p>Ongoing Committee Activities / Committee Charges & Strategies</p> | <p>The committee undertakes the following activities:</p> <ul style="list-style-type: none"> • Identify opportunities for community outreach. <ul style="list-style-type: none"> • Host an interactive networking event during the AUGS 47th Annual Meeting (2026) where medical students can connect with physicians and exhibitors, learn about career pathways in urogynecology, and gain exposure to the profession. The event emphasizes inclusive mentorship, broad representation and equitable access to opportunities in the field. • Consider opportunities to partner with the Public Education Committee on expanding resources for underrepresented patient populations via Voices for PFDs. • Celebrate diversity within AUGS and create a culture of inclusivity and belonging <ul style="list-style-type: none"> • Annual outreach to all ABLE Scholar applicants to create a sense of inclusion • Member spotlight campaign to highlight diversity within AUGS (i.e. diversity of backgrounds, career pathways, etc.) • Identify opportunities to collaborate with other AUGS committee (i.e., Public Education, Annual Meeting, Scientific Committee) <ul style="list-style-type: none"> • Identify any committees in which the DEI Committee should have a member liaison similar to Awards; recommendation to Board by 2027 Call for Volunteers • Develop opportunities for members to connect regarding diversity, equity and inclusion topics within healthcare <ul style="list-style-type: none"> • During the AUGS 2025 PFD Week host a networking activity within the exhibit hall <p>Annually, facilitate the Coffee Talk with the ABLE speaker</p> |
| <p>Roles and Responsibilities</p> | <p>Chair</p> <ul style="list-style-type: none"> • Structure agenda for meetings. • In conjunction with the committee staff liaison, develop committee report for AUGS Board (3x per year). • Run an effective meeting to ensure involvement of committee members and the advancement of activities and charges. • Maintain open communication with assigned Board liaison regarding committee activities • Identify and mentor the next Chair of the Committee. • Assist with the 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 AUGS Governance Committee individuals to serve as the next Vice Chair. • Serves as a member of the AUGS Awards Committee. |

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| | <ul style="list-style-type: none"> • Ascend to the position of Chair. <p>Members</p> <ul style="list-style-type: none"> • Maintain confidentiality and avoid sharing AUGS information, processes, and work product outside of AUGS • Be prepared and actively participate in all conference calls and meetings. • Work on projects as delegated by the Chair. • Actively participate in ongoing committee activities as outlined above under ongoing Committee activities, charges, and strategies. • 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 |
| Workgroups and Other Committee Relationships | The committee may coordinate and connect with other committees from time to time including the Annual Meeting Program Planning Committee, Public Education Committee and Fellows Training Committee. The committee also provides a representative to sit on the Awards Committee. |
| Expected Commitment | <p>The committee meets bi-monthly via conference call or more or less frequently as needed to fulfill the committee charges.</p> <p>Committee members are expected to review all agenda/materials prior to each meeting, attend the conference calls as scheduled.</p> |
| Committee Composition | <p>The DEI Committee is comprised of a Chair, Vice Chair and 6-8 additional members.</p> <p>One position on the Committee should be filled by an early career member who is 0- 8 years post fellowship.</p> <p>Optional: 1-2 additional committee slots may be open to a Fellow at the discretion of the Governance Committee. Total committee size should be considered.</p> |
| Committee Terms | <p>Terms run January 1 – December 31.</p> <p>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).</p> <p>Fellow representatives must rotate off after three years or upon graduation from fellowship, whichever comes first.</p> <p>The Committee Chair and Vice Chair will each serve a two-year term. The Vice Chair ascends to the role of Chair upon completion of their term as Vice Chair.</p> |
| Selection/ Appointment | Members are appointed by the AUGS Governance Committee with input from the Committee Chair and Vice Chair. The Committee Vice Chair is selected by the Governance Committee with recommendations from the current Chair and Vice Chair. |

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| Committee Requirements | <p>Committee Members:</p> <ul style="list-style-type: none">• 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 Manager, Membership and Marketing stephanie@aug.org |