

DEI Committee Report

Leslie R. Walker-Harding, MD

AMSPDC Members Meeting

February 28, 2022



Members

- Leslie Walker-Harding, Chair
- Patrick Brophy,

Co-chair as of 2-23-2022

- Michael Cabana,
- Phyllis Dennery,
- Joe St. Geme,
- Raphael Hirsch,

MISSION: Develop a vision and goals that will help establish a path forward for AMSPDC around diversity, equity and inclusion. The goals outlined by the committee should interlace across the organization; throughout our leadership, committees and working groups.

- Xylina Bean,
- Yasmin Tyler-Hill,
- Lewis First,
- Pedro de Alarcon,
- Erin Allen (AAAP)



Committee Accomplishments 2021

- DEI committee members have participated in the planning and workforce committees
- Minority Tax study completed and reported to membership at November 2021 Fall Town Hall
(2022 PAS APA Presidential Plenary Presentation)
- Added a AAAP representative to the committee (AAAP selected: Erin Allen U. of Washington)
- Report and review AMSPDC demographics for the annual meeting in 2022
- Conducted survey of AMSPDC Chairs in DEI supports and measures in November
(results attached 27% response rate)
- Developed dashboard to be displayed on website to chairs to present at AMSPDC annual meeting
- Made plans to have a station to video tape impact videos at in person national conference where chairs could tape a 1-2 min perspective on DEI and antiracism and their hopes and plans regarding their department in this area.

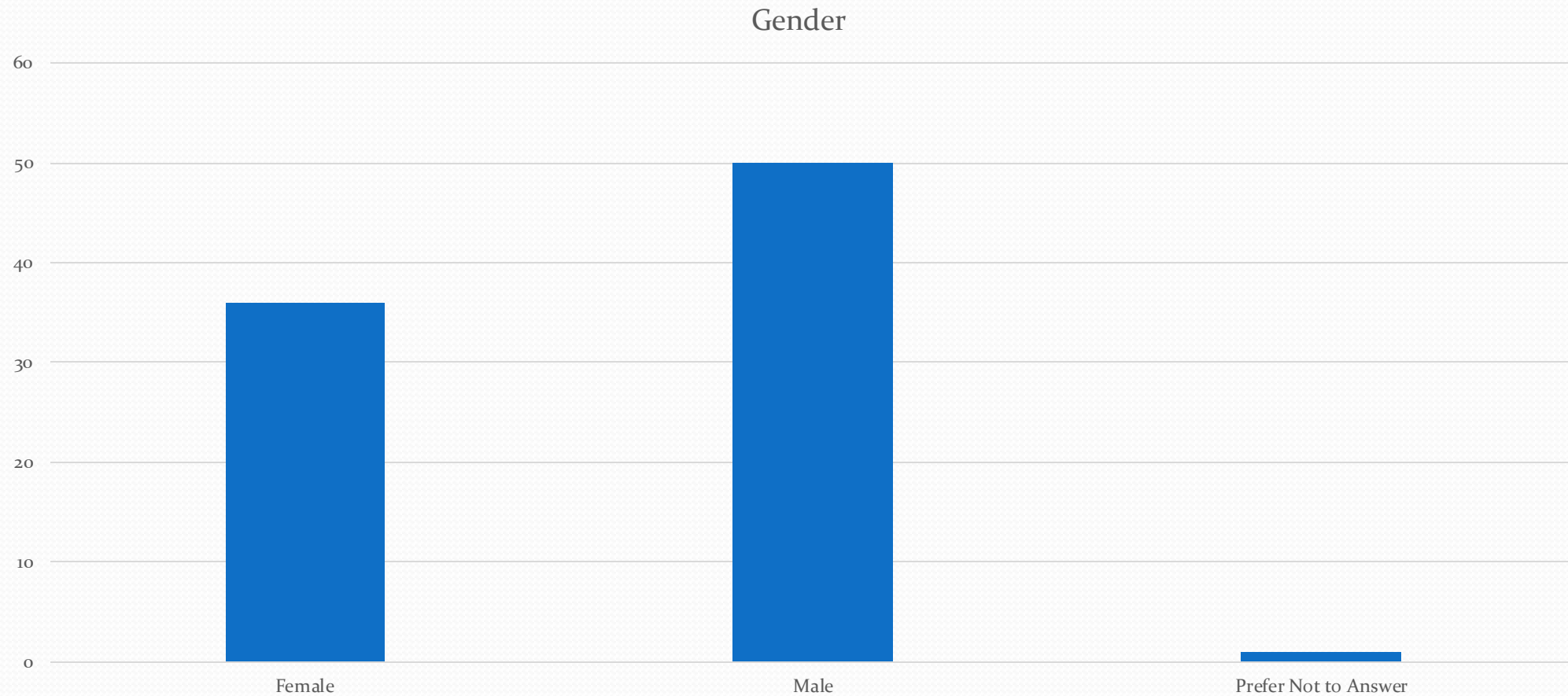


Committee Plans 2022

1. Upload the dashboard and publicize
2. Submit 2020 AMSPDC Chair survey results for publication (de Alarcon)
3. Publish a white paper or research paper on the dashboard qualitative and quantitative results for AMSPDC paper
4. Discuss frequency of survey to keep the data current and dynamic for the dashboard
5. Begin planning for a toolkit to address areas of the dashboard results that need focus.
6. Add new members to committee
7. Implement to impact video plan in Fall if in person meeting
8. Act as consultant for organization on DEI concerns

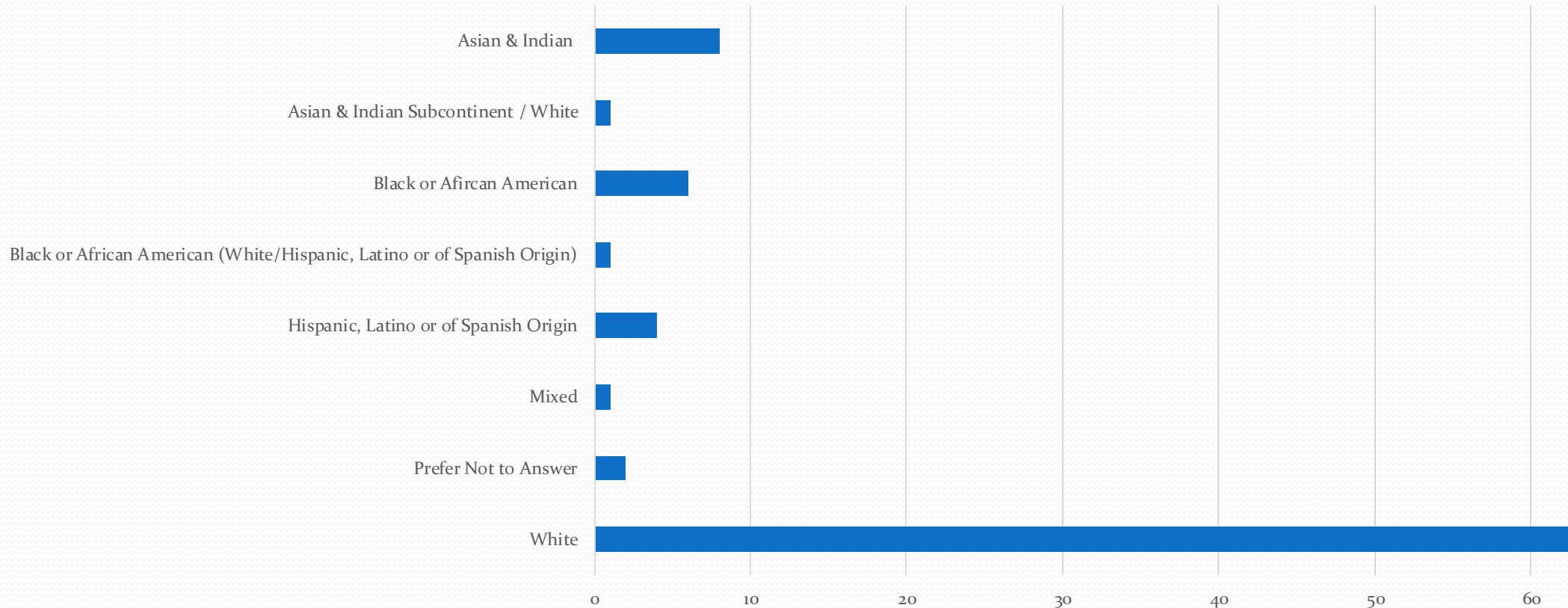


Demographic results



Demographic results

Race



Dashboard Demonstration

- DEI Dashboard - AMSPDC

