

# AMSPDC Diversity Equity and Inclusion Committee Update

**Leslie Walker-Harding, MD**

**Pat Brophy, MD**

Co-Chairs, AMSPDC DEI Committee



# Committee Members

- Pedro de Alarcon University of Illinois, Peoria
  - Xylina Bean Meharry Medical College
  - Patrick Brophy University of Rochester
  - Michael Cabana Albert Einstein College of Medicine
  - Phyllis Dennery Brown University
  - Juan Salazar University of Connecticut
  - Lewis First University of Vermont
  - Joseph St. Geme III University of Pennsylvania
  - Charles Schleien Hofstra/Northwell
  - Erin Allen University of Washington (AAAP Rep.)
  - Lilia Parra-Poide Creighton University/Arizona Health
- Leslie Walker-Harding, Pat Brophy Co-Committee Chairs



# Committee Charge

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.

Vision: To have a knowledgeable, equitable, diverse and inclusive AMSPDC organization that will prioritize and shape academic pediatrics to improve the field of Pediatrics, eliminating inequities, racism and discrimination and lead in child health.



# Goals and Objectives

- Assess where the Pediatric Departments are in their DEI journey
- Develop supports for Chairs to have a benchmark to work toward transforming their Departments
- Develop DEI and anti-racism goals internally and collaborate externally with other stakeholders ( AAAP, FOPO, etc.)
- Update the membership criteria and monitor annually the make up of the organization



# Accomplishments this year

- Completed second DEI chair study with increased participation and with ability to disseminate findings
- Updated dashboard with study information
- Helped with planning committee plans
- Began work to collect information for Chair DEI toolkit



# Current year goals

- Monitor AMSPDC demographics to ensure maximum diversity of Dept. Chairs and Department type
- Continue to add to DEI toolkit, add Chair best practice tools
- Participate in the Annual Meeting Planning and workforce Committee
- Disseminate Chair DEI survey findings in dashboard and publication and website
- Video Impact Series – roll out at Spring conference

