



## **Inclusiveness, Diversity, Equity and Anti-Racism (IDEA) Committee Charter** **Updated and Approved: March 6<sup>th</sup>, 2023**

### **Mission**

To facilitate a culture in our Academy where IDEA principles are respected and intentionally valued by implementing thoughtful, practical, iterative, and innovative strategies that can serve as a model for our members and their respective organizations.

### **Committee Creation**

The IDEA Committee was approved by the AAAEM board in 2020.

### **Purpose**

As a multigenerational and diverse professional development organization focused on academic emergency physician practice management and as human beings, we each share unique life experiences. This is indeed the biggest asset of our group: our collective experiences and willingness to share them in a professional, collegial manner to advance emergency medicine .

The IDEA committee will advance principles of inclusiveness, diversity, equity, and anti-racism in our AAAEM membership, throughout SAEM as well as in our hospitals, medical schools, practices, and broader communities. IDEA Committee member's pledge to hold themselves accountable for all aspects of IDEA. As such, this committee will focus on developing tools and resources for AAAEM membership related to IDEA. This may include training and professional development, dissemination of best practices, strategic planning recommendations to AAAEM and its committees, etc.

### **Scope**

As a committee of AAAEM, an Academy within SAEM, IDEA's focus is related widely to advancing emergency medicine, with a specific emphasis on all aspects of academic emergency physician practice management.

### **Membership**

- Membership is open to AAAEM members in good standing.

### **Committee Member's Expectations/Commitments**

- Active participation from all members

### **Guidelines for Interaction**

- Be present and respect the space
- Share your experiences, use “I” statements
- Assess your safety and use your discernment
- The stories of others are theirs to share, maintain confidentiality and trust among the group
- Step up, step back
- If you experience yourself making judgements, ask yourself where those feelings come from
- Consider and address the impact of actions rather than focusing on your intentions
- Consider your privilege
- Acknowledge pain or offense in the moment using “ouch” and have the option to discuss it or not at that time
- Confront, critique, and challenge your discomfort
- Promote an environment of psychological safety

### **Relationship to Other Committees**

The IDEA Committee reports to the AAAEM Executive Committee. The IDEA Committee will also liaison with the SAEM ADIEM Community as well as the ACEM Diversity Committee.

### **Subcommittees**

The committee may elect to create subcommittees in the future should they be necessary to complete the work of the committee

### **Meeting Schedule**

Expected to meet monthly on the 4<sup>th</sup> Friday of every month from 1300-1400 EST. This time may be modified from time to time as agreed upon by membership.

### **Definitions**

**Inclusion** means that employees feel a part of their team and the larger organization, no matter what their identity. Inclusion is diversity in action: creating an environment of acceptance and respect and harnessing the impact of different ideas, experiences, and perspectives to deliver greater value.

**Diversity** means having an organization in which a variety of social and cultural characteristics exist. It entails the presence of different types of people from a wide range of identities with different perspectives, experiences, etc. We like to define diversity as the understanding, acceptance, and valuing of differences between people inside and outside an organization. This includes differences in: Race, Ethnicity, Gender, Gender Identity, Age, Religious beliefs, Disabilities and special needs, Sexual orientation, Education, and skill sets, Personality, and background.

**Equity** means everyone is given the same treatment, opportunities, and advancement. Equity aims to identify and eliminate barriers that prevent the full participation of some groups. This involves ensuring equally high outcomes for all and removing any correlation between success or failure and social or cultural factors.

**Antiracism** encompasses a range of ideas and political actions which are meant to counter racial prejudice, systemic racism, and the oppression of specific racial groups.

### **Members of the IDEA Committee commit to the following statements:**

- I value diversity of life experiences, perspectives, and worldviews
- I will be an agent for change in our AAAEM community

- I will examine my own biases and beliefs and embrace the discomfort of this important work. I am open to receiving feedback when my biases and beliefs are not in alignment with the value of promoting dignity and respect for others.
- I will promote dialogue and have critical conversations.
- I will listen first, acknowledge my peers, and be empathetic to viewpoints different from my own.
- I will assume good intentions while considering and addressing the impact of actions rather than focusing on intentions alone.
- I value the humanity of others and pledge to stand with others when the value of others is not fostered.
- I will be courageous in the face of adversity, willing to confront and challenge controversial issues.