



<b>AUA Staff Liaison</b>	Khair Ul Maab, PhD
<b>Chair</b>	Larissa Bresler, MD, DABMA
<b>Terms</b>	Chief Diversity Officer/Chair: 3 years (non-renewable) Members: 3 years

### Committee Makeup

The Diversity, Equity & Inclusion (DEI) Committee shall consist of the Chair and up to 14 members. Committee composition should represent the diversity of AUA membership and a mix of geographical perspectives. The committee will strive to include one member from each AUA Section with knowledge, experience, or passion in one or more of the following diversity areas: race, ethnicity, gender, sexual orientation, gender identity, nationality, culture, religion, age, (dis)ability, and socioeconomic backgrounds.

### Mission Statement

The American Urological Association is committed to intentional actions aimed at being a fully inclusive, deliberately diverse, and equitable organization that respects and values our membership and the urologic communities we serve worldwide. The organization has set a strategic priority to increase the participation and engagement of individuals from diverse racial, ethnic, gender, sexual orientation, gender identity, national, cultural, religious, age, (dis)ability, socioeconomic backgrounds, and practice settings to reflect a diverse urologic community more accurately. The DE&I Committee will help to advance this strategic priority in several ways, including:

- Consulting via the Chief Diversity Officer/Chair with the AUA Board, Executive Committee, Council Chairs, CEO and other AUA leaders on issues of diversity, equity and inclusion and the implementation of DEI initiatives;
- Supporting communication with AUA members and the broader urologic community regarding issues of diversity, equity and inclusion; and
- Enhancing AUA's ability to attract and engage diverse talent for leadership and volunteer positions at every level of the organization.

### Committee Meetings

An in-person meeting may be held annually in conjunction with the AUA Annual Meeting. Members also meet by videoconference throughout the year as needed to accomplish the committee's objectives.

### Time Commitment

*Chair:* Estimated 6-15 hours per week. Chair is a compensated position.

*Member:* Estimated at 40-50 hours per year



## **Qualifications/ Responsibilities**

*CDO/Chair:* The Chair oversees the work of the DE&I Committee in support of the DE&I strategic priorities established by the AUA Board of Directors. The Chair also serves as Chief Diversity Officer (CDO) for the AUA. The Chair must have experience in diversity and inclusion initiatives and in leading diverse groups of professionals (see job description). Experience in leading an AUA committee or work group is a plus. The ideal chair has excellent communication skills, the ability to effectively solicit and integrate different perspectives and sufficient time to devote to the job. The DE&I chair reports to the AUA Board and regularly presents at board meetings and attends Executive Committee Meetings as requested by the AUA President. The DE&I Committee Chair will appoint a DE&I Award Review Subcommittee consisting of the chair and four other DE&I Committee members to review and score the DE&I Award nominations in Oct. Up to five nominations may be forwarded to the AUA Awards Committee to review and select the winner.

*Members:* Members should be subject matter experts in a diversity area or be directly involved in diversity and inclusion activities within urology. Experience working with AUA program committees or work groups is a plus.

## **Recent Accomplishments 2023**

1. The DE&I Committee launched the first National Mentorship Program called FUTURE (Future Urology Talent from UnderRepresented Entities) for 1st and 2<sup>nd</sup> year URiM medical students at AUA's 2023 Annual Meeting. This event will be held each year at all AUA Annual Meetings.
2. The DE&I Committee has established good working relationships with AUA Programmatic areas, AUA Sections and Subspecialty Organizations regarding DEI efforts via its Workgroups (Research & Education, Media and Publications, Pipeline and Unity and Collaboration) to further improve DEI in Urology.
3. The DE&I Committee has been continuously tracking the progress made regarding the 13 board approved DEI initiatives recommended by AUA D&I Taskforce. DEI Committee Chair/ COD has been updating AUA BOD about the progress made in every BOD meeting. In 2023, the Committee is focused on increasing the URiM pipeline and reducing healthcare disparities.