



## Diversity, Equity & Inclusion (DEI) Task Force Charter

<b>Faculty</b>	PAS Directors: David Hunstad (Chair), Dan Rauch, Maria Trent Kayla Karvonen
<b>Staff</b>	Michelle Brunoehler, Eileen Fenton, Glenda Minshew
<b>Scope</b>	<p>Purpose: To define diversity, equity and inclusion for PAS and to make action recommendations for programming and all PAS participants (including registrants, speakers, leadership [PAS Board, Committees, Task Forces], staff, etc.). Specifically:</p> <ol style="list-style-type: none"> <li>1. Define desired future state:             <ol style="list-style-type: none"> <li>a. Establish DEI goal(s) or desired outcome(s) for programming and all PAS participants</li> <li>b. Establish success metrics and process for application of metrics</li> </ol> </li> <li>2. Assess current state:             <ol style="list-style-type: none"> <li>a. Data: Review existing PAS data to assess the current state of DEI at PAS; identify data gaps.                 <ul style="list-style-type: none"> <li>• Consider how data collection (regarding speakers, session leaders, registrants, etc.) should be expanded to enable regular measurement of and reporting on PAS progress toward DEI goals</li> </ul> </li> <li>b. Programming: Interface with the PAS Program Committee Leadership Team (PCLT), which will review program planning processes and related communications to ensure scientific rigor and application of an inclusive, intersectional lens, of which gender is a component, that is reflective of the academic pediatric community                 <ul style="list-style-type: none"> <li>• Review and contribute to PCLT-recommended refinements to program planning process and related communications (for example, content call, submission guidelines and instructions to session planners, Coordinating Chairs and Program Committee members )</li> </ul> </li> <li>c. PAS Experience: Review existing attendee feedback and solicit additional input from diverse and relevant stakeholders regarding non-program aspects of the PAS Meeting; consider how additional participant feedback specific to DEI issues can be collected.</li> <li>d. Leadership: Review process and communications related to nomination/formation/selection of PAS Directors and Committee / Task Force members to ensure alignment with DEI goals across PAS leadership groups.</li> </ol> </li> <li>3. Create action plan(s), timeline and metrics:             <ol style="list-style-type: none"> <li>a. Create recommendations as outlined above and action plan timeline</li> <li>b. Create a PAS statement regarding DEI at PAS which PAS Partner, Alliance and Affiliate organizations will be invited to approve/sign onto</li> </ol> </li> <li>4. Bring elements named in #3 above to PAS Board for consideration, feedback, and approval.</li> </ol>
<b>Milestones &amp; Timeline</b>	<p>Approve Charter: August 2021            Finalize TF Roster: August 2021            Draft statement regarding DEI at PAS: September in support of 2022 content call            Present final recommendations to PAS BOD: July 2022</p>