Diversity Equity and Inclusion - Action and Outreach Committee

"Identity involves entering a community to draw strength from that community, and to give strength there too." – Andrew Solomon

Vision Statement:

We envision a genetic counseling community that embraces, empowers, includes, respects, and supports patients, colleagues, students, and partners from all walks of life.

Mission statement:

In keeping with the NSGC, the SUGC Diversity Equity and Inclusion - Action and Outreach Committee "advocates for the wellbeing of all genetic counselors – present and future – and those who are served by these professionals. We recognize that individuals with underrepresented characteristics and identities face logistical, social, and historical pressures that impact their professional and personal lives. These characteristics include, but are not limited to; age, race, ethnicity, sex, gender, sexual orientation, socioeconomic status, country of origin, culture, language, religion, spiritual beliefs, legal status, health history, and disability. Furthermore, the various characteristics of an individual interact to inform their experiences and perspectives. We strive for a culture of equity that addresses these pressures so that diverse perspectives are recognized, respected, and empowered in our organization."

Core Values:

1. Create a welcoming culture based on mutual support, dignity, and integrity, where all members are open to personal growth and change
2. Build relationships based on trust, consistency, accountability, and shared experiences in order to fuel broader acceptance
3. Use compassionate listening and intentional incorporation to ensure that all stakeholders’ voices are respected, especially when not all groups are represented
4. Take an “outside-in” approach to promote systemic change by focusing on initiatives that will impact the daily lives of marginalized genetic counselors, students, and patients

Primary Aims:

A. **Education**: Provide genetic counseling education in an equitable and considerate manner in order to empower people of all backgrounds and identities
B. **Outreach**: Collaborate with diverse partners to expand community outreach and awareness of the genetic counseling field
C. **Advocacy**: Identify strategies to increase resources, minimize recruitment and retention barriers, and maximize wellness and career opportunities for all genetic counselors, regardless of their background

D. **Service Delivery**: Engage in complex ideas for the provision of culturally competent patient care and access to genetic counseling services

**Stakeholders:**
1. Prospective GC students
2. Current GC students
3. Practicing genetic counselors
4. GC patients
5. GC partners (e.g. Stanford GC SIG and SCICD Volunteer program) and collaborating providers

**Initiatives:**
- Each October, stakeholders will be surveyed to assess community needs, elicit ideas, and help the committee determine which aims should be prioritized.
- Potential initiatives within each aim will be discussed by the committee as a whole and evaluated by the following parameters (subject to evolution).
  - Direct impact on diversity, equity, and/or inclusion
  - Stakeholders and/or specific marginalized populations served
  - Type of activity (e.g. education, community building, strategic planning)
  - Outreach potential
  - Effort level
- Selected initiatives will be assigned to subcommittees, which will refine their target goals.
- While some initiatives will be long-term and continuous, others will be short-term and modular.

**Membership eligibility:**
- Stanford GC students and practicing GCs

**Membership categories:**
- Committee Chair or Co-Chairs (one-year term; ideally 2nd-year students)
- Sub-committee Chairs (minimum of six-month term; ideally with changeovers occurring in October or April)
- Members (duration and depth of participation to suit one’s interest and availability; new voices and perspectives always welcome; roles to be determined in October and April)
Organization:

- Committee meetings will be scheduled monthly; additional committee and sub-committee meetings will be scheduled ad-hoc
- GoogleDoc spreadsheet and/or Trello will be used to log activities
- A SUGC Program work-study student will be assigned to assist with administrative work
- Budget requests can be submitted to the SUGC Program Directors in October and April

Date: 5/21/2020

Founding Members: Cheyla Clark, Maia Borensztein, Tiffany Nguyen, Hannah Llorin, Nivi Ahlawat, Daniela Diaz Caro, Brooke Nightingale, Julia Platt, and MaryAnn Campion

Supporting documents:

1. NSGC Statement of Diversity, Equity, and Inclusion:
   https://www.nsgc.org/page/about-nsgc
2. Belonging: