



ARO Diversity and Minority Affairs Committee

1. A committee mission statement:

The Committee of Diversity and Minority Affairs is devoted to interacting and representing all researchers from different backgrounds and underrepresented minorities of ARO. Part of our work is to provide support for young investigators by helping in creating their professional network so they can be successful researchers' teachers and instructors.

Our committee members composition is very diverse and well balanced in terms of gender and ethnicity. Their diverse background brings to our Committee a broad scope of knowledge and perspectives. For this reason, our work mission is to support all types of individuals at ARO. Our committee annual meeting at ARO is open to regular and associate members and young students. This important because we have had attendance of all types of students from all academic levels.

2. A committee vision statement:

Our Committee Vision statement is to provide mentorship to minority researchers and students and guide them on how to navigate from the beginning to the end. During the ARO meeting we meet with them and listen their questions and give them advice when they ask in different aspects of their scientific live "from the laboratory to the classroom to the clinic". Not only we respond in their question on research funding topics, but we also discuss their future as leaders in Science.

3. Tasks that the committee completes annually with dates:

- ARO Committee Meeting: Monday during ARO Meeting (February)
- ARO report to Council: Tuesday during ARO Meeting (February)
- Meeting request for discussion with committee members opening via email: June 1st
- Feedback of members: October 1st
- Participation in the evaluation of travel award for minority applicants (from the travel award committee), by the middle of October.
- Return of evaluations by our committee to Chair of Travel awards by Mid-November.

4. Committee charges from the Council:

One of the charges we have received from council is to work in the inclusion and support of gender identity and expression. Second is to coordinate virtual meetings during the year to present new ideas on organization and participation.

5. Which other committees are important to intersect with?

- Travel award committee
- External relations committee
- International committee

6. In what way does your committee communicate and collaborate with spARO?

We communicate with spARO by having a spARO representative in our annual meeting. The interaction with our spARO representative has proven to be very productive as this spARO member brings very important ideas and questions pertaining to topics that affect underrepresented minorities and diverse backgrounds (young researchers and students of all academic levels).

Diversity and Minority Affairs Committee

Chair: Ivan A Lopez, PhD

Members:

Kelsey Anbuhl
Alain Dabdoub, PhD
Avril Holt, PhD
Tejbeer Kaur, PhD
Anil Lalwani, MD
Yi Zhou, PhD
Council Liaison: Lisa Cunningham, PhD
spARO Representative: Karen Barrett