

<b>Date Position Begins:</b>	3/1/2024
<b>Appointment Term:</b>	Two years; Potential for reappointment for a second, 2-year term
<b>Membership Requirement:</b>	Membership in Central or Regional Committee on Trauma
<b>Participation Structure:</b>	Work Group sits within the Membership structure under the DEI program area
<b>Reporting Structure:</b>	Position reports to the DEI Advisory Council Lead and liaises with all COT program areas
<b>Effort Requirement:</b>	Approximately 5 hours per month for independent work; 2-3 planning meetings per year conducted via Zoom; Participation in COT Annual Meeting and COT Trauma Meetings during Congress
<b>Experience/Skills Desired:</b>	Background/experience in health disparities/underrepresented minority trauma

**DEI Content Review and Education Work Group Overview**

The DEI Content Review and Education Work Group will serve as an internal resource for COT program areas creating content in the form of educational materials, best practices, statements, or other forms of communication, and who want to ensure that their materials foster a climate that respects, values, and leverages diverse perspectives, identities, and experiences. This group will help to educate leaders and members on inclusivity, deliberate change, and implicit bias, as well as unintended areas where a diverse population may not be appropriately included or referenced.

**DEI Content Review and Education Work Group Lead General Responsibilities**

This position functions as a work group lead; please refer to the general expectations/requirements for the work group lead position.

**DEI Content Review and Education Work Group Lead Specific Responsibilities**

- Actively champion and promote the principles of diversity, equity, and inclusion in all aspects of project work
- Propose and provide continuous review of a set of guiding principles to be used in creating program or course content
- Utilize informed care principles regarding characterizations of patients to limit implicit bias when reviewing or drafting program materials.
- Review draft content materials for program areas and provide recommendations or observations relative to the DEI principles and values
- Source or create curricula and tools that can be focused for use by the regional COT leaders for use in their committee development and work at the local level
- Partner with COT staff for the strategic planning and execution of all approved tactics and deliverables

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