



## **Diversity, Equity, & Inclusion (DEI) Officer**

### **Position Description**

The Diversity, Equity & Inclusion Officer plays a pivotal role in guiding the American Society of Transplant Surgeons (ASTS) to fulfill its mission to advance the art and science of transplant surgery through patient care, research, education, and advocacy. The Diversity, Equity & Inclusion Officer is responsible for establishing impactful policies and procedures that enhance diversity and inclusivity within ASTS and across the field of transplantation. Key duties include identifying and securing essential resources to support diversity, equity & inclusion initiatives, overseeing the implementation of these programs, and monitoring their effectiveness to ensure meaningful progress.

**Term Length:** 3 years as Diversity, Equity & Inclusion Officer (will ascend to President-Elect at the end of their term)

### **Commitment**

The Diversity, Equity & Inclusion Officer is expected to actively participate in Council meetings (3 in person, conference calls as needed) and monthly Executive Committee meetings.

### **Eligibility**

Candidates must be active Regular Members in good standing at the time of nomination, election, and throughout their term. Eligible candidates should bring lived experience in promoting diversity, equity, and inclusion, demonstrated through professional work, research, or initiatives aimed at reducing disparities and advocating for underrepresented communities in medicine or transplantation. Additionally, candidates should have a proven record of dedicated service to ASTS.

### **Key Responsibilities**

- **Policy Development:** Work with the Council and staff to establish policies for administering diversity, equity & inclusion programs and services in accordance with ASTS' mission.
- **Resource Stewardship:** Identify resources to support ASTS' diversity, equity & inclusion programs.



- **Representation:** Act as a representative of ASTS to internal and external stakeholders.
- **Insights and Trends:** Identify and communicate emerging trends, issues, and relevant news to Council and staff, including best practices, government policies, and opportunities to advance diversity, equity & inclusion in transplantation.
- **Advisory Role:** Serve as an advisor to other ASTS groups on issues related to diversity, equity & inclusion.
- **Council Liaison:** Serve as Council Liaison to the Diversity, Equity & Inclusion committee, and other committees as assigned.
- **Committee Involvement:** Serve as a member of the Nominating Committee.

**Questions? Contact [Nominations@ASTS.org](mailto:Nominations@ASTS.org).**