

Group on Institutional Planning (GIP)

The primary mission of the AAMC’s Group on Institutional Planning (GIP) is to advance the discipline of planning in academic medicine by enhancing the skills and knowledge of professional planners, promote the value of planning, and connect people, resources, and ideas.

GIP Initiatives and Activities: The GIP strives to infuse diversity, equity, and inclusion within all efforts, so while there is no discreet DEI project at the current time, some presentations and initiatives have a component dedicated to DEI. In addition, the GIP attempts to bring diverse voices to each GIP activity including webinars, spring meeting sessions, subcommittees, and work groups.

The GIP Nominating Committee is tasked with ensuring diversity on the Steering Committee and discusses what is needed to further the diversity of the Committee or retain what diversity it has already achieved. When the Nominating Committee selects members-at-large for the steering committee, as well as co-chairs for subcommittees and work groups, diversity is a guiding principle in the process. This includes, but is not limited to race/ethnicity, gender, background, and experience. They also ensure the diversity of subject matter expertise on committees, in addition to diversity of institutions.

The GBA/GIP Joint Spring Meeting Planning Committee is encouraged to keep DEI in mind as they review submitted sessions and identify plenary speakers. At the 2024 meeting, there was an engaging session on “Make It Stick: From Strategies to Implementation Using Change Management Principles” presented by colleagues from Southern Illinois University (SIU) School of Medicine, including the Chief Diversity Officer. During this session, the presenters shared lessons learned from implementing strategies for professional development, antiracism, diversity, equity, and inclusion initiatives, and how these efforts are working to change the culture of the SIU School of Medicine.

The GIP has a Subcommittee on Facilities Planning and Space Management. In 2022, one member posed the following question to the subcommittee: How have institutions been adapting their facilities to be more inclusive and equitable? This led to conversations among subcommittee members on how they are currently addressing the diverse needs of faculty, staff, students, patients, and visitors. They also discussed evolving DEI initiatives, which may impact current design considerations. This dialogue evolved into a spring meeting submission which is discussed in section 2.

GIP Impact and Outcomes: The submission “Adapting Facilities for Diversity, Equity, and Inclusion” was accepted for the GBA/GIP 2023 Joint Spring Meeting, and the session was well-received and generated robust discussion. The GIP recognized that this topic needs to be examined further. Therefore, a small group of GIP members came together to develop a session proposal, “Getting Creative in Challenging Times: Supporting DEI Through Physical Space and Facilities” for the 2024 Learn Serve Lead conference. There was an opportunity for the GDI leadership to provide feedback on this proposal, as well as a learner.

GIP Challenges and Opportunities: Unfortunately, the submission mentioned above was not accepted for the 2024 Learn Serve Lead conference. However, this remains an area of opportunity, and the GIP leadership looks forward to collaborating with GDI on this topic in the future. There is a possibility this topic could be explored via the AAMC’s Accessibility and Disability Workgroup, led by GDI, and in which there is GIP representation.

Overall, the GIP leadership looks forward to learning about potential areas of collaboration in DEI with other AAMC affinity groups at the annual GDI Consortium and learning about other impactful initiatives and strategies to consider.