



The Accreditation Council for Genetic Counseling (ACGC) is committed to the ongoing systemic changes needed to foster a culture and climate that advances quality genetic counseling education for all including historically excluded populations. To address this work the ACGC board has approved the addition of a Diversity, Inclusion, Equity, and Justice (DEIJ) Committee and is seeking to identify volunteers to establish, design, and serve on this committee. The board affirms the ACGC values of fairness (committed to consistent, equitable, and objective accreditation decision making) and accountability (take responsibility for our actions and the impact of our decisions) in creating this committee.

Why serve?

ACGC is the governing body that is responsible for granting public recognition (accreditation) to genetic counseling programs that meet qualifications and educational standards. Through a peer-review process, accreditation ensures quality in programs, supports programs in their efforts to meet and exceed standards, and fosters facilitating higher levels of academic performance, integrity, and quality by both genetic counseling students and professionals. However, this process requires ongoing, formalized improvements of accreditation procedures and standards. It is long past time for revising accreditation processes and standards to ensure greater diversity, equity, inclusion, and justice in genetic counseling graduate education. The DEIJ committee will be instrumental in bringing that necessary elevation of these tenets into training programs and changes to accreditation standards.

The committee will review the work provided by the ACGC Diversity Task Force and create charges that will support the organization's evolution/transformation. Some of this may involve:

- Communicating the value, role, and limitations of accreditation in shaping genetic counseling graduate education DEIJ practices and outcomes.
- Identifying and recommending organizational policies and which promote diversity, equity, and inclusion within genetic counselor graduate education
- Informing organizational culture by embedding a DEIJ focus across ACGC activities and initiatives
- Identifying systemic inequities in accreditation of genetic counseling programs
- Providing guidance and recommendations to ACGC committees and taskforces regarding DEIJ language.

Time Commitment

Given that this initial group will be establishing the committee and laying its foundation, participants will serve for 2 years with an option to renew for an additional year. At minimum, monthly meetings will likely be necessary with the chair serving with a liaison to the ACGC Board, attending Board meetings on an as needed basis.

Selection Criteria

The committee shall consist of up to 8 individuals. The board is particularly interested in individuals with a focus or background in populations traditionally underserved in genetic counseling education. These experiences may include lived and/or professional work addressing DEIJ and diverse perspectives. Genetic counselors unaffiliated with training programs, new graduates, and non-US genetic counselors (those practicing in different countries and/or those having been through training programs accredited by groups other than ACGC) are encouraged to apply. Genetic counselors who do not have ABGC certification will also be welcomed. A selection committee, made up of ACGC volunteers and select board members, will review applications using a selection rubric.

A Chair shall be selected from the applications. The Chair is responsible for facilitating committee meetings and reporting the committee's findings to the Board. Planning and facilitating monthly committee meetings.

- Communicating with the Board Liaison on committee activities and progress monthly.
- Reporting directly to the Board on committee activities, decisions, and recommendations on a quarterly basis.
- Where appropriate, guiding the committee in proposing new activities and services that will further the mission and goals of the committee.
- Creating a welcoming, inclusive environment for all.