Disability Advocacy Coalition (DAC) in Medicine

**CONSTITUTION**

**Preamble and Mission Statement**

**Background and Purpose:** About 25% of the U.S. population has a disability, which unequivocally means that all healthcare providers will see patients with many different forms of disability and naturally, will interact with peers and colleagues who identify with having a disability. Currently, in healthcare, we do not have a platform where trainees in all fields can engage in work related to disability advocacy, research, or patient care delivery. The purpose of creating the Disability Advocacy Coalition in Medicine (DAC Med) is to create a platform for students, trainees, faculty, and staff across all health professional programs and disciplines to connect in order to advocate, discuss, educate, and collaborate on what it means for patients and providers to have disabilities within the lens of medicine.

**Mission:** The mission of DAC Med is to create a culture of inclusion for disability and chronic illness in medicine that is:

1. Inclusive in teaching how to be a culturally competent provider for patients with different types of disabilities,
2. Informative in communicating how trainees can be involved in combating ableism in medicine and medical education,
3. Supportive of existing and future providers with disability and chronic illness in medicine

**Article I: Name of the Organization**

Disability Advocacy Coalition in Medicine (DAC Med)

**Article II: Competency Compass**

A. This organization satisfies the following competencies in our programs’ curricular requirements:

1. **Patient-Centered Medical Care**: via educational, programming, and community experience opportunities coordinated by DAC Med, students will learn about the inequities those who have disabilities face within healthcare, be empowered to address these inequities through educational and programming efforts focussed on delivering inclusive and patient-centered care, as well as having the opportunity to work directly with those with disabilities through community efforts and workshops.
2. **Systems Awareness and Team-Based Car**e: We are including all graduate health professional programs in this organization and are encouraging the participation of all faculty and staff regardless of training and background in the spirit of interprofessionalism and team-based care. All providers across all domains of medicine will deliver care to folks with disabilities and we feel it is important to include all of us in this conversation to best address the inequities those with disabilities face as well as to learn from one another.

**Article III: Membership**

A. General membership is open to all healthcare graduate students, including students pursuing MD, DO, PT, PA, PhD, AudD, SLP, OT, Prosthetics/Orthotics, Genetic Counseling programs. In addition all trainees including residents and fellows are encouraged to join. Further, we are creating a network of mentors within the disability advocacy sphere and welcome all faculty and staff affiliated with such programs to join our efforts.

B. Although strongly encouraged, attendance is not required at any meeting to maintain membership.

**Article IV: Executive Board**

A. Officers

1. This organization will have the following officers:

President(s) -by interest to start, then by application

Treasurer -by application

Creative Director-by application

VP of Communications-by application

VP Liaison of MD Students -by application

VP Liaison of DO Students-by application

VP Liason of PA Students- by application

VP Liaison of PT Students- by application

VP Liaison of MPO Students- by application

VP Liaison of MPH Students- by application

VP Liaison of PhD Students- by application

VP Liaison of AudD Students- by application

VP Liaison of SLP Students- by application

VP Liaison of OT Students- by application

VP Liaison of GC Students- by application

Graduate Medical Education Coordinator(s) - by application

Educational Coordinator(s) - by application

Programming Coordinator(s)- by application

National Network Coordinator(s) - by application

Research Engagement Coordinator(s) - by application

Chicago Outreach Coordinator(s) - by application

Peer Support Coordinator(s) - by application

B. Elections

1. The transition of officers will occur by the deadline proposed by the Student Organizations Committee (usually the end of January).
2. An online written application for DAC Med board positions will be distributed to all students (via the --------------------ListServ) as well as all residents and fellows. Applicants will be asked to discuss their interest in the organization and previous relevant experiences. Current officers will read all applications and vote on decisions.
3. A waitlist will be created to ensure that each position is filled.

C. Term

1. In general, the term for elected officers will be one year January to January.

D. Individual Duties

1. Co-Presidents

i. Coordinate and organize all activities.

ii. Nominate individuals to committees to help carry out certain duties

iii. Coordinate communication between committees

iv. Publicize executive board applications every fall

v. Organize meetings

1. Vice President of Communications
   1. Curate monthly newsletters with input from committee coordinators
   2. Relay upcoming events, meeting itineraries and rsvps to all Vice President Liaisons for individual programs
2. Treasurer

i. Manage funds of the organization.

ii. Submits annual budget and regular financial reports to the Student Senate.

iii. Reimburses members for expenses incurred.

1. Creative Director

i. Manage social media accounts to promote disability advocacy and awareness of ableism in healthcare

Ii. promote upcoming events on social media and facilitate programming with institution around new student orientation

1. Education Committee Coordinators
   1. Work with Student Council on curriculum review using 10 core competencies on disability for healthcare education
   2. Compile educational resources on language, institution-specific accommodations and policies on disability in medicine to go on ODI website
   3. Facilitate trainings to educate students on how to use accommodations available in healthcare settings
2. National Network Committee Coordinators
   1. Plan attendance and representation of DAC Med chapter in annual national summit of trainees, including abstract and/or presentation submission, travel (once in-person)
   2. Network and collaborate with other DAC Med chapters
3. Research Engagement Committee Coordinators
   1. Connect with faculty members engaging in disability research across various healthcare disciplines, collating a list of researchers involved in this area for future research. Share list with students
   2. Start a chapter-specific research project on the culture of disability in healthcare
4. Peer Support Committee Coordinators
   1. Work with Diversity and Inclusion offices to create a list of faculty and staff allies to be published on the website following leading disability training for these interested faculty and staff
   2. Work with Diversity and Inclusion to maintain a privatized list of individuals at all levels of training and education who have a disability and are interested in engaging in mentorship with others who identify as having a disability
   3. Send out applications every fall for mentorship program
   4. Work with student disability services and educational administration to ensure that accessibility is brought up to all students early in the year and that the appropriate support services are on their radar
5. Community Outreach Coordinators
   1. Identify local organizations and events students can partner with on short or long-term projects
   2. Curate and maintain database with opportunities for DAC Med members to engage with the local disability community in the future
   3. Learn about and promote advocacy projects at the intersection of medicine and disability

E. Impeachment, Removal and Replacement of Officers

a. Elected officers may be subjected to impeachment and removal by a two-thirds majority vote of the executive board.

b. Grounds for impeachment are negligence and any form of misconduct, which is damaging to the club.

c. Any officer vacancies shall be filled by appointment within two weeks.

**Article V: Meetings**

A. Meeting schedules will be sent via email to -------------------(listserv) one week before the scheduled event.

B. Public notice of the meetings will be made on the -------------------Calendar

C. Meetings will include: faculty+resident panels, film screenings, journal clubs, faculty-led training sessions.

**Article VI: Advisor**

A. The Advisor for this organization will be Dr. Allison Macerollo. The role of the advisor is to serve as the official staff representative of the university and to ensure that appropriate university policies are upheld. The organization also has a mentorship network including --------------------.

**Article VII: Amendments**

An amendment to the constitution of this organization requires a majority vote from the executive board