

## **DIVERSITY, EQUITY AND INCLUSION POLICY**

### **EFFECTIVE DATE: JULY 20, 2019**

#### **RATIONALE:**

The ACP embraces diversity, inclusion and equity as key strategies for strengthening our organization. Diversity and inclusion improve engagement, innovation, productivity, and organizational growth while promoting new ways of thinking. A diverse, inclusive and equitable organization is characterized by mutual respect, compassion, open communication, and collaboration because it develops skills among its leadership and membership enabling effective and respectful interaction among individuals who hold a broad range of views. Such skills foster the ability to connect and build relationships, creating respect, empathy and understanding of colleagues and patients, and enables better organizational outcomes. This approach improves patient care and aligns with ACP core values.

#### **POLICY:**

The American College of Physicians' membership comprises a diverse population of internal medicine professionals and trainees, and welcomes all prospective members inclusive of diverse individual and group characteristics. Additionally, the College welcomes diversity of opinion, and respects, values and considers all opinions when formulating policy.

The College works to ensure members from diverse groups participate in all activities, decision-making and positions of leadership. The ACP believes that a commitment to diversity, inclusion and equity strengthens the organization's capacity to respond to the needs of its members, patients, the profession and the public.

When engaging and recognizing expertise and accomplishments in a wide variety of areas, including the practice of medicine, teaching, research, public service, and volunteer service, the College will implement strategies to engage, recognize and award people from diverse groups.

The College recognizes the importance of cultural humility and competency in the delivery of health care to diverse groups of patients. The College will seek ways to promote and develop these values and skills in its members.

#### **To achieve diversity, inclusion and equity, the College will strive to:**

- Increase diversity across the College by focusing on strategies that foster inclusion and create accountability.
- Enhance inclusion and engagement of members from diverse backgrounds in all chapter activities.
- Enhance coaching, mentorship and sponsorship of members from diverse groups to attain decision-making and leadership positions within the College at all levels.
- Increase College awards and recognition to members of diverse groups.
- Encourage, incentivize, support, and reward Chapters that pursue and recognize diversity and inclusion.
- Implement training in diversity, inclusion, and equity across the College.
- Encourage collaboration within and outside the College of diverse stakeholders.