



# Florida Chapter

**George Everett, MD MS MACP**  
Governor, ACP  
**Manning Hanline Jr, MD FACP FACEP**  
President & Governor, ACP

## **Florida Chapter American College of Physicians Diversity, Equity and Inclusion Policy**

The American College of Physicians (ACP) Florida Chapter membership comprises a diverse population of internists, subspecialists of internal medicine, resident physicians of internal medicine and medical students. ACP Florida Chapter values diversity and views it as one of its greatest strengths. The Chapter welcomes all prospective members regardless of race; ethnicity; gender; religion; age; sexual orientation; gender identity or expression; nationality; disability; appearance; geographic location; and professional activity, such as private practice, research, or academic medicine. Additionally, the Chapter welcomes diversity of opinion, and respects, values and considers differing and various opinions when formulating policy.

Addressing issues of diversity, equity, and inclusion is the work of us all. The ACP Florida Chapter strives to encourage internists and subspecialists of internal medicine from diverse groups to join the College, participate in Chapter activities, and seek to attain positions of leadership. It works to ensure members from all groups are provided the opportunity to participate in all activities, decision-making and positions of leadership.

The ACP Florida Chapter believes that a commitment to diversity, inclusion and equity strengthens the organization's capacity to respond to the needs of its members and their 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 community outreach, the Chapter will implement strategies to engage, recognize and award people from diverse groups.

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

The ACP Florida Chapter will be a role model to swiftly speak out against systemic inequalities such as, but not limited to, racism, intolerance, sexism, classism, ageism, or other oppressive practices against marginalized sections of society. Our success is dependent on strong positive action for the culture to change.

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