

**APPROVED 4/26/21**

**ACP New Mexico Chapter**

**Justice, Equity, Diversity, and Inclusion Statement**

The American College of Physicians' New Mexico Chapter ("Chapter") embraces justice, equity, and inclusion as key values. The Chapter believes that a commitment to justice, equity, diversity, and inclusion strengthens our capacity to respond to the needs of the profession, chapter members, patients, and the public.

When engaging and recognizing expertise and accomplishments in areas including the practice of medicine, education, mentorship, research, public service, and volunteer service, the Chapter will implement strategies to engage, recognize, and award people from diverse groups.

The Chapter recognizes the importance of cultural humility and anti-racism in the delivery of health care. The Chapter believes that anti-racism and cultural humility improve health and increase health equity.

**To achieve justice, equity, and inclusion, the Chapter will strive to:**

- Increase diversity across the Chapter by focusing on strategies that foster inclusion and create accountability.
- Enhance coaching, mentorship, and sponsorship of members from diverse groups to attain decision-making and leadership positions within the College, at all levels.
- Increase Chapter awards and recognition of members of diverse groups.
- Implement anti-racism training with a focus on equity, inclusion, and justice.
- Encourage collaboration with diverse stakeholder groups both within and outside of the Chapter.
- Begin appropriate Chapter functions with the land acknowledgement below.

**Lands Acknowledgement Statement:**

The original Indigenous Peoples of New Mexico since time immemorial have deep connections to the land and have made significant contributions to the broader community statewide. We honor the land itself and those who remain stewards of this land throughout the generations and also acknowledge our committed relationship to Indigenous Peoples. We gratefully recognize our history.