

**OREGON CHAPTER - AMERICAN COLLEGE OF PHYSICIANS**  
**DIVERSITY-EQUITY-INCLUSION POLICY**  
**2021-2022**

**INTRODUCTION:**

Diversity and inclusion within an organization promotes new ways of thinking and a diversity of ideas, while fostering the ability to connect and build relationships. This encourages respect, empathy, and understanding between colleagues and patients and improves organizational engagement, innovation, productivity, and growth. The Oregon Chapter ACP membership comprises a diverse population of internists and subspecialists of internal medicine, and medical students. The Oregon Chapter ACP values diversity and views it as one of its greatest strengths. The Chapter welcomes prospective members without regard to race, color, religion, gender, sexual orientation, age, national origin, disability, genetic information, veteran status or any other protected status; geographic location; or professional setting. The Chapter works to ensure members from diverse groups participate in all activities, decision-making, and positions of leadership. The Chapter recognizes the history of racism in both the profession of medicine as well as in the state of Oregon and work towards eliminating racism within our profession and in the broader community.

**POLICY:**

The Oregon Chapter ACP strives to encourage internists and subspecialists of internal medicine, and medical students from diverse groups to join the ACP, participate in Chapter activities, and seek to attain positions of leadership. The Chapter believes that a commitment to diversity strengthens the organization's capacity to respond to the needs of its members and their patients, i.e., to recognize that diversity is an important aspect of infrastructure that enhances relevance and effectiveness.

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

- Ensure diversity in membership, and actively work to provide equity and inclusion of all Chapter members.
- Seek ways to expand diversity among annual award recipients by proactively soliciting nominations of distinguished persons from underrepresented groups within the Chapter membership and from professional organizations and community.
- Improve member understanding of strategies to acknowledge and respect diversity among patients and colleagues and to deliver patient-centered, culturally-responsive health care.
- Foster interest in health care careers in general, and internal medicine in particular amongst high school and college students.
- Support recruitment, coaching, mentorship, and sponsorship of Chapter members from diverse groups to attain decision-making and leadership positions within the College at all levels and to diversify the physician workforce in Oregon.
- Integrate awareness of equity issues into all aspects of Chapter proceedings.

**About the American College of Physicians**

The [American College of Physicians](#) is the largest medical specialty organization in the United States with members in more than 145 countries worldwide. ACP membership includes 163,000 internal medicine physicians (internists), related subspecialists, and medical students. Internal medicine physicians are specialists who apply scientific knowledge and clinical expertise to the diagnosis, treatment, and compassionate care of adults across the spectrum from health to complex illness. Follow ACP on [Twitter](#) and [Instagram](#) and [Facebook](#).

For more information, visit the Oregon Chapter ACP website at [www.acponline.org/chapters](http://www.acponline.org/chapters).

*Approved by Oregon Chapter ACP Governor's Advisory Council: 4-21-2021*