

RI ACP Diversity Policy

The American College of Physicians' membership comprises a diverse population of internists, subspecialists of internal medicine, and medical students. The ACP values diversity and views it as one of its greatest strengths. The College welcomes prospective members without regard to age, race, color, religion, sexual orientation, pregnancy, genetic information, gender identity, national origin, parental status, family medical history, level of ability or disability, geographic location, or veteran status or any other military status, political affiliation, and professional activity, such as private practice, research, or academic medicine or any non-merit based factor.

The College 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. The ACP 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.

The College annually recognizes distinguished internists for their accomplishments in a wide variety of areas, including the practice of medicine, teaching, research, public service, and volunteer service. The College will seek ways to solicit award nominees from diverse groups.

The College recognizes the importance of physicians understanding the special needs of diverse groups in the delivery of health care. The College will seek ways to educate its members on how best to appreciate diversity among patients. The College will commit resources to accomplish these objectives and will serve as a model to its chapters.

Goals of Diversity within the College

- To increase the membership of the College to better reflect diversity within the physician population.
- To increase involvement at the chapter level by involving members from diverse groups.
- To increase attainment of leadership positions within the College, whether at the level of chapter, Board of Governors, or Board of Regents, by involving members from diverse groups.
- To increase attainment of College awards by members from diverse groups.

RATIONALE: To provide policy on how the American College of Physicians (ACP or College) will seek to increase:

- Diversity within its membership.
- Involvement at the chapter level by members from diverse groups.
- Diversity among leaders of the College, and
- Awards to members from diverse groups.