



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

### **EFFECTIVE DATE: NOVEMBER 5, 2020**

#### **RATIONALE:**

ACP Arizona 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 ACP Arizona chapter's membership comprises a diverse population of internal medicine professionals and trainees and welcomes all prospective members inclusive of diverse individual and group characteristics. Additionally, ACP Arizona welcomes diversity of opinion, and respects, values and considers all opinions when formulating policy.

ACP Arizona 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, ACP Arizona will implement strategies to engage, recognize and award people from diverse groups.

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

#### **To achieve diversity, inclusion and equity, ACP Arizona will strive to:**

- Increase diversity across the chapter 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 chapter at all levels.
- Increase chapter awards and recognition to members of diverse groups.
- Encourage, incentivize, support, and reward committees that pursue and recognize diversity and inclusion.
- Implement training in diversity, inclusion, and equity across the chapter.
- Encourage collaboration within and outside the chapter of diverse stakeholders.