

**APPROVED 4/27/21**

## **ACP Illinois Chapter Diversity, Equity, and Inclusion Policy**

The American College of Physicians' Illinois Chapter ("Chapter") membership comprises a diverse population of internal medicine professionals and trainees, and welcomes all prospective members inclusive of diverse individual and group characteristics. Additionally, the Illinois Chapter welcomes diversity of opinion, and respects, values and considers all opinions when formulating policy.

The Chapter works to ensure members from diverse groups participate in all activities, decision making and positions of leadership. The Chapter 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, the Chapter will implement strategies to engage, recognize and award people from diverse groups.

The Chapter recognizes the importance of cultural humility and competency in the delivery of health care to diverse groups of patients. The Chapter values anti-racism principles and will utilize its resources to promote recognition of systematic racism and its negative impact on society which is composed of the patients and members we serve. The Chapter will seek ways to promote and develop these values and skills in its members.

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

- Increase diversity across the Chapter by focusing on strategies that foster inclusion and create accountability.
- Establish programming with an emphasis on education of anti-racism, diversity, equity, and inclusion principles.
- 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.