

American College of Physicians
Maryland Chapter

Diversity Committee Charter

The Diversity Committee of the ACP Maryland Chapter is created with the intent to deliberately and strategically address the recruitment, retention, participation and promotion of physicians under-represented in medicine (UIM) as a primary mission of this Chapter. The Committee will implement best practices to ensure that the Chapter establishes measurable outcomes with respect to diversity and that it monitors these outcomes regularly.

The specific goals of the Diversity Committee include: 1) ensure Chapter membership increasingly reflects the diversity of physicians in the state of Maryland; 2) increase the participation of UIM members on Chapter and College Committees and in Chapter and College leadership; 3) ensure the Chapter and the College recognize the accomplishments and contributions of a diverse group of members; 4) develop a pipeline of UIM trainees to foster the next generation of Chapter and College leaders

Our Charter is in alignment with the ACP Ten Step Plan for Chapter Diversity, which includes developing a longitudinal, integrated approach to increasing diversity through creating a Diversity Committee, diversifying membership and leadership, and targeted initiatives.

The Chapter fundamentally values all voices, and recognizes the critical role that increasingly diverse chapter participation will play in ultimately reducing and eliminating health disparities.

The Diversity Committee will accomplish its goals through the following:

- Maintain a standing Committee of at least 10 members
- Participate in the planning of all Chapter events
- Maintain a visible presence at all Chapter events
- Advise the Chapter on best practices related to diversity and inclusion
- Review all nomination materials for Chapter leadership positions and awards to ensure a diverse group of candidates is being considered
- Ensure at least two Committee members are involved in all final decisions related to election to Chapter leadership and selection for Chapter awards
- Review all Chapter policies related to recruitment, retention, participation and promotion at least annually
- Provide outreach to UIM trainees in Maryland to ensure engagement of the next generation of healthcare leaders

- Establish a database to support the collection and analysis of data that allows the Chapter to ensure it is meeting its established goals with respect to achieving diverse membership, participation and leadership
- Report data on diversity and inclusion metrics to the College for comparison with peer Chapters

For Reference Only – AAMC Definition of UIM:

Under-Represented in Medicine (UIM) Definition

According to the Association of American Medical Colleges (AAMC) Executive Council:

“Underrepresented in medicine means those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population.”

This definition was adopted by the AAMC's Executive Council on June 26, 2003, and helps medical schools accomplish three important objectives:

- A shift in focus from a fixed aggregation of four racial and ethnic groups to a continually evolving underlying reality. The definition accommodates including and removing underrepresented groups on the basis of changing demographics of society and the profession,
- A shift in focus from a national perspective to a regional or local perspective on underrepresentation, and
- Stimulate data collection and reporting on the broad range of racial and ethnic self-descriptions.

Source: <https://www.aamc.org/initiatives/urm/>