

Final Objectives 2022-23

Diversity, Equity, & Inclusion Committee

Chair: Ugo A. Ezenkwele, MD, FACEP

Board Liaison: Rami R. Khoury, MD, FACEP

Staff Liaison: Alyssa Ceniza

Health Equity & Advocacy

1. Monitor or assist with active and past Council resolutions.
2. Work with ACEP staff to amplify and integrate narratives of historically marginalized physicians and patients in ACEP's communication and outreach efforts.
3. Serve as a resource to the Academic Affairs Committee to examine the impact of racial and ethnic disparities on faculty development. (Academic Affairs is the lead committee.)

Data Collection & Monitoring

4. Create a road map to promote diversity, equity, and inclusion in the specialty of emergency medicine and center the experiences and ideas of historically marginalized (e.g., women, LGBTQ+, people with disabilities, International Medical Graduates) and minoritized (e.g., Black, Indigenous, Latinx, Asian and other people of color) physicians.
5. Develop structures and benchmarks to measure progress on this roadmap over time.

Organizational Accountability

6. Create or select a framework to assess the work of the College (position statements, adopted resolutions, task forces) through the lens of health equity. [Amended Resolution 19(20) Framework to Assess the Work of the College Through the Lens of Health Equity]
7. Identify benchmarks for improving racial/ethnic and gender diversity of ACEP members, committee members, councillors, Council Officers, and Board of Directors. [Resolution 18(20) ACEP Membership & Leadership]

Education & Clinical Guidelines

8. Collaborative objectives with the Diversity, Inclusion, & Health Equity Section, Social Emergency Medicine Section, and other ACEP committees, sections, and chapters.
9. Maintain collaboration with liaisons from emergency medicine organizations such as EMRA, SAEM, and other organizations. Equity Matters, etc.
10. Serve as a resource to the Medical-Legal Committee to develop a policy statement and Policy Resource & Education Paper (PREP) to address Amended Resolution 54(21) Understanding the Effects of Law Enforcement Presence in the Emergency Department. (Medical-Legal is the lead committee.)
11. Work with the Research Committee to develop a policy statement to address Amended Resolution 56(21) Race-Based Science and Detrimental Impact on Black, Indigenous, and People of Color Communities. (Research is the lead committee.)
12. Solicit nominations for the 2023 Leon L. Haley Jr. Award for Excellence in Diversity, Inclusion, & Health Equity and recommend recipients to the Board of Director.