

The American College of Physicians seeks one or more policy expert in the area of diversity, equity and inclusion to work with members of its Diversity and Inclusion Subcommittee to develop a policy paper authored by the College. The paper will include a framework that:

- defines diversity, inclusion, equity, and justice in the profession and practice of medicine;
- acknowledges inequities based on individual and/or group characteristics;
- provides a rationale, including the ethical case for prioritizing diversity and inclusion in the profession and practice of medicine;
- uses current literature to model outcomes for a healthcare system that effectively implements inclusion and equity policies and practices;
- states why this matters to patients, learning climate, professional societies, workforce, and organizations;
- serves as a foundation for visionary dialogue that creates a culture within medicine at large of inclusion and equity; and
- recommends systematic processes and measurement to evaluate disparities and implement interventions for sustained change.

To submit a proposal, please contact Joanne E. Ey, Director of the Board of Regents and Governance Activities at jevy@acponline.org or 215-351-2821.