

American College of Physicians

VISION

"To be recognized globally as the leader in promoting quality patient care, advocacy, education and career fulfillment in internal medicine and its subspecialties."

MISSION

"To enhance the quality and effectiveness of health care by fostering excellence and professionalism in the practice of medicine"

COLLEGE GOALS

- To establish and promote the highest clinical standards and ethical ideals;
- To promote and respect diversity, inclusion, and equity in all aspects of the profession;
- To welcome, consider and respect the many diverse voices of internal medicine and its subspecialties and work together for the benefit of the public, patients, our members, and our profession;
- To serve the professional needs of the membership, support healthy lives for physicians, enhance career satisfaction and advance internal medicine as a career;
- To advocate responsible positions on individual health and on public policy related to health care for the benefit of the public, patients, the medical profession, and our members;
- To be the foremost comprehensive education and information resource for all internists;
- To recognize excellence and distinguished contributions across internal medicine; and
- To promote and conduct research to enhance the quality of practice, the education and continuing education of internists, and the significance of internal medicine to physicians and the public.

CORE VALUES

Core values answer the question: "How do we want to act as we move toward achieving our vision?" Core values are consistent with the mission of the College and help people make daily decisions about how to act.

Excellence

We strive for excellence and maintain the highest ethical and professional standards.

Professionalism

We work with expertise, commitment, integrity, and humility.

Leadership

We recognize and inspire leadership that upholds the highest standards of patient care, professionalism, education, policy development, and advocacy.

Compassion

We respect the dignity of others and are sensitive and empathic to their needs.

Inclusion

We embrace diversity and inclusion to foster engagement, belonging, and respect in all that we do.

Equity and Justice

We create a just and equitable culture without barriers or limits to our members, patients, and the profession.

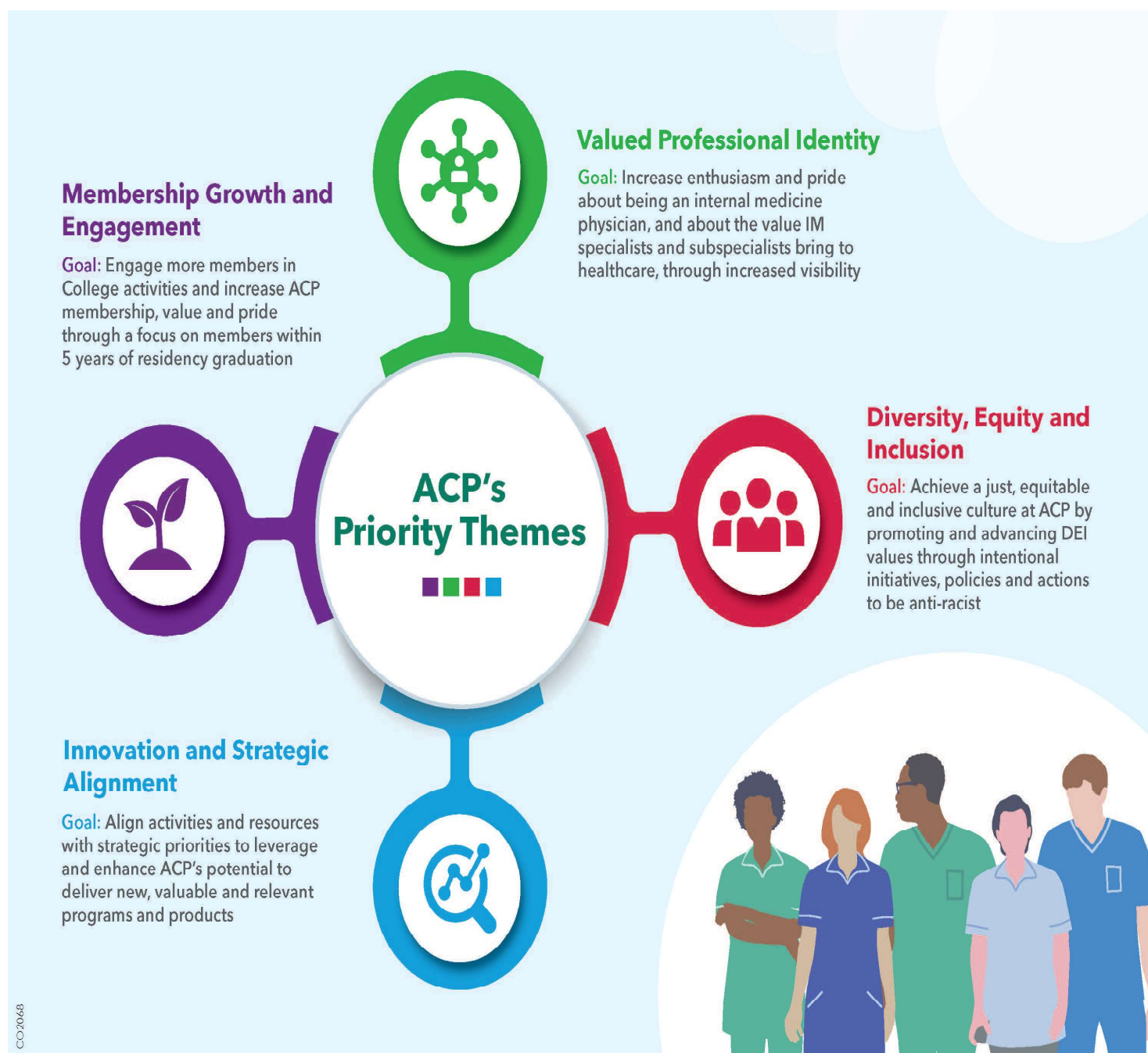
Wellbeing

We cultivate a culture of caring for and about each other, and we advocate for and create systems changes that promote personal and professional fulfillment.

(Revisions to ACP Vision and College Goals BOR approved July 2019. Revisions to ACP Core Values BOR approved November 2019).

ACP's Priority Themes and Goals for FY 2021-24

ACP's Board of Regents approved four Priority Themes as a framework to guide ACP's work for the next three fiscal years, beginning July 2021. Considering ACP's mission and the current environment, staff will implement strategies to achieve the associated goals noted under the themes.



DIVERSITY, EQUITY AND INCLUSION POLICY

EFFECTIVE DATE: JULY 20, 2019

RATIONALE:

The ACP 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 American College of Physicians' 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 College welcomes diversity of opinion, and respects, values and considers all opinions when formulating policy.

The College 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, the College will implement strategies to engage, recognize and award people from diverse groups.

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

To achieve diversity, inclusion and equity, the College will strive to:

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

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