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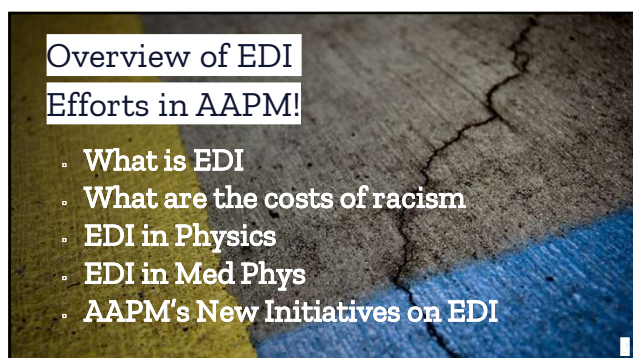
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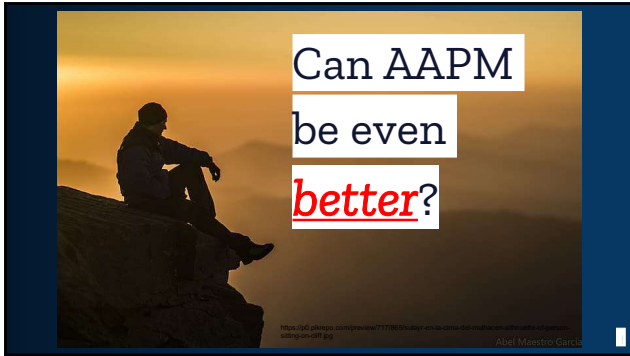
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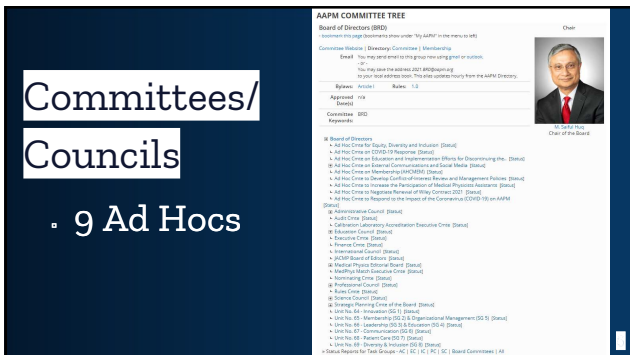
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My Committees & Chapters

MY COMMITTEES (10)

- Ad Hoc Committee for Equity, Diversity and Inclusion
- Board of Directors
- Diversity and Inclusion Subcommittee
- Education and Training of Medical Physicists
- Medical Physics Leadership Academy Marketing and Publicity Subcommittee
- Regional Organization
- Research Committee
- Unit No. 69 - Diversity & Inclusion (SG 8)
- Unit No. 70 - Accelerating Mid-Career Physicists in Leadership Meeting
- WG on Equity Diversity and Inclusion Survey Creation and Demographic Data Collection Improvement

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EDI in AAPM



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WMRSC

- Formerly the Women and Minority Recruitment Subcommittee
- Currently, the Minority Recruitment Subcommittee

1. Four-Month Activity Report

Month	Activity
July	Creation of the Women and Minority Recruitment Sub-Committee (WMRSC) at the 2005 AAPM annual meeting in Seattle, WA.
August	Contacted potential members who agreed to be on the committee (see membership section)
September	08/17: Budget request submitted to AAPM (see budget section) 08/19: Website request submitted to AAPM 09/21: WMRSC website created
October	10/07: Budget approved by AAPM Budget Committee meeting 10/08: Lecture by Dr. Avery at the University of South Carolina 10/15: Lecture by Dr. McKetty at the University of South Carolina 10/12: WMRSC renamed Minority Recruitment Sub-Committee as requested by AAPM

2. Current Membership

Person	Affiliation	Function
Dr. Paul Guayle	Hampden University (VA)	WMRSC Chair
Dr. Steven Avery	University of Pennsylvania (PA)	African-American Coordinators
Dr. Mark Harvey	MD Anderson (TX)	
Dr. Christopher Nish	University of California at Fresno (CA)	African Coordinator
Dr. Albin Gonzalez	Fredricks Regional Medical Center	Hispanic Coordinators
Dr. David Ernst	Vanderbilt University	
Dr. Corinda Borres	ICMIP (Spain)	Women Coordinators
Dr. Marlene McKetty	Howard University (DC)	
Dr. Lars Enzell	The University of Arizona	Native-American Coordinator

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**VOTING Appointments** There are 7 voting members.

 Stephen M. Avery, PhD stephen.avery@parmeducation.upenn.edu 1/1/2021 - 12/31/2022 Member	 Richard Castillo, PhD richard.castillo@emory.edu 11/5/2019 - 12/31/2022 Subcommittee Vice Chair
 Ramesh Herrera, MS rherera1@stanford.edu 1/1/2020 - 12/31/2022 Member	 Jenish M. Johnson, MS jenish.johnson@upenn.edu 9/5/2019 - 12/31/2022 Member
 Angelica Perez-Andujar, PhD Angelica.A.Perez-Andujar@upenn.edu 11/26/2016 - 12/31/2022 Member	 Julianne M. Polard-Larkin, PhD jpolard@brimanderson.org 1/1/2018 - 12/31/2023 Subcommittee Chair 12/1/2020 - 12/31/2023 Chair, Working Group on Equity Diversity and Inclusion Survey Creation and Demographics (in office)
 Suresh Prasad, PhD srprasad1@stanford.edu 1/1/2020 - 12/31/2022 Member	

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**NON-VOTING Appointments** There are 8 non-voting members and guests.

 Ana Alexander, PhD, MS ana.alexander@upenn.edu 1/1/2020 - 12/31/2022 Chair, Students and Postdoc Subcommittee (in office, nonvoting)	 Elin Angel, PhD, PhD angel@brimanderson.org 1/1/2019 - 12/31/2021 Liaison - Professional Council (in office, nonvoting)
 Ramon S. Baez, PhD rbaez@brimanderson.org 1/1/2020 - 12/31/2022 Chair, Undergraduate Summer Fellowship and Outreach Subcommittee (in office, nonvoting)	 Fabiola Baez fabiobaez@brimanderson.org 7/25/2020 - 12/31/2021 Guest (nonvoting)
 Malcolm R. Beard, PhD mbeard@brimanderson.org 7/25/2020 - 12/31/2021 Guest (nonvoting)	 Dariusz Charkay, PhD dcharkay@brimanderson.org 7/25/2020 - 12/31/2021 Guest (nonvoting)
 Katie T. Berger, MS katieberger@brimanderson.org 7/25/2020 - 12/31/2021 Guest (nonvoting)	 Hui A. Ho, PhD huiho@brimanderson.org 1/1/2020 - 12/31/2021 Guest (nonvoting)
<p><b>HQ Team Appointed to Committee</b> <span style="float: right;">There are 2 staff.</span></p>	
 Jennifer Ogden jogden@brimanderson.org 1/25/2019 - 12/31/2020 Education Manager (in office, nonvoting)	 Michael J. Williams, Ph.D. MS mwilliams@brimanderson.org 5/21/2020 - 12/31/2021 Deputy Executive Director (in office, nonvoting)

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## What are our WMRSC goals?

- Increase number of women and minorities in Medical Physics
- Create new diversity-focused recruitment activities
- Establish collaborations of women and underrepresented physicists

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# Ad Hoc Committee on Diversity and Inclusion (AHCDI)

## VOTING Appointments


There are 8 voting members



Stephen M. Aspy, PhD

Executive Director, AAPM


17/2020 - 12/31/2021 Member



Robert D. Gorman, PhD

Executive Director, AAPM


17/2020 - 12/31/2021 Member



Robert D. Gorman, PhD

Executive Director, AAPM


17/2020 - 12/31/2021 Member



Robert D. Gorman, PhD

Executive Director, AAPM


17/2020 - 12/31/2021 Member



Robert D. Gorman, PhD

Executive Director, AAPM


17/2020 - 12/31/2021 Member



Robert D. Gorman, PhD

Executive Director, AAPM


17/2020 - 12/31/2021 Member



Robert D. Gorman, PhD

Executive Director, AAPM

17/2020 - 12/31/2021 Member




Robert D. Gorman, PhD

Executive Director, AAPM

17/2020 - 12/31/2021 Member

## NON-VOTING Appointments


There are 7 non-voting members and guests



Robert D. Gorman, PhD

Executive Director, AAPM

17/2020 - 12/31/2021 Consultant - President (on office, non-voting)




Robert D. Gorman, PhD

Executive Director, AAPM

17/2020 - 12/31/2021 Executive Director (on office, non-voting)

## HQ Team Appointed to Committee

There are 1 total



Robert D. Gorman, PhD

Executive Director, AAPM

17/2020 - 12/31/2021 Executive Director (on office, non-voting)

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# AHCDI Charges

Charge

1. Articulate a clear statement of acknowledgment of the current lack of and the need for diversity within AAPM.
2. Identify and enumerate the diversity needs of AAPM at the organizational level and recommend strategies to meet these diversity needs. Specifically:
  - Recommend specific steps that AAPM should undertake to attract underrepresented minorities to medical physics.
  - Recommend strategies to diversify the volunteer pool in each council.
  - Recommend initiatives to diversify leadership of the AAPM.
3. Recommend strategies and processes needed to educate AAPM membership in areas of diversity, inclusion, unconscious bias, cross-cultural communication, and anti-racism.
  - Develop metrics against which to measure the successful implementation of the above recommendations.
4. Prepare a vision document detailing concrete actionable recommendations to be enacted throughout the organization over a period of 6 months, 1 year, 3-5 years and longer.

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# Ad Hoc Committee on Diversity and Inclusion (AHCDI): Goals



DETERMINE EDI  
CLIMATE BASELINE



IMPROVE EDI  
ENVIRONMENT



MAINTAIN EDI  
CLIMATE CONTROL

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EDI philosophy change is  
a **Must**  
Tolerance → Celebration

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We must not only learn to tolerate  
our differences. We must welcome  
them as the richness and diversity  
which can lead to true intelligence.

Albert Einstein

<https://www.azquotes.com/quote/1125017>



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## Public & Media

Home / Public & Media / Media Archive / Press Releases

### AAPM Statement on Racism, Injustice and Humanity

June 2, 2020

These are unprecedented times that we are living in. There are stresses due to the ongoing global COVID-19 pandemic and now this past week we are experiencing across the country protests and social unrest resulting from the horrific deaths of George Floyd, Breonna Taylor, Ahmaud Arbery and others. AAPM wants to make clear several points in response to these events. First, the racism and injustice that disproportionately affect our communities of color are longstanding problems that we must condemn and strive collectively to address. AAPM as an organization values the importance of diversity and inclusion, which at its heart, acknowledges the value and worth of every person and all that they bring to our organization, to health care, and to our communities. Diversity and inclusion are important but alone are not sufficient to address all of the longstanding issues of concern to our members, friends, and neighbors from historically marginalized communities, but they are a start. AAPM is committed to the fair, just, and equitable treatment of all of our members and indeed all members of society so that everyone has the right to safety, respect and the opportunity to contribute.

Second, we recognize that many of our members are experiencing great duress at the current moment, whether from concerns for their health and safety due to COVID-19, or due to concerns for their physical safety in our communities, or due to the emotional strain from injustices that are so plainly in view. We encourage everyone to be particularly attentive to colleagues and members of our health care systems and AAPM community who may be experiencing particular duress and to help shoulder these burdens together.

While much work must be done to address longstanding issues of racism and injustice in our society – as well as the imminent danger from the pandemic – AAPM stands with our members and encourages us all to embrace our common humanity and work for solutions to these problems. Since if one segment of our community is hurting, it adversely impacts all of us. No doubt, much hard work is ahead. But together we can accomplish far more as an organization and society than we can alone, and AAPM is firmly committed to being part of that solution.

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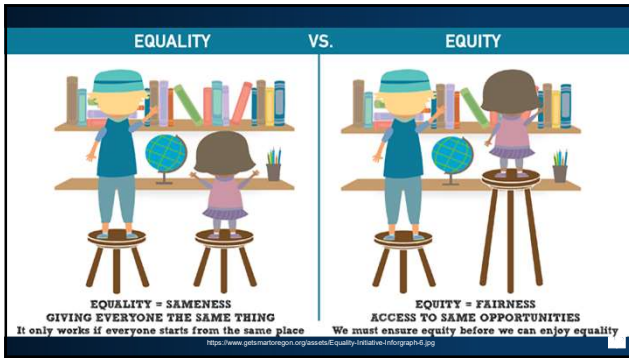
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underrepresented patients and communities regarding radiation therapy or medical imaging procedures.

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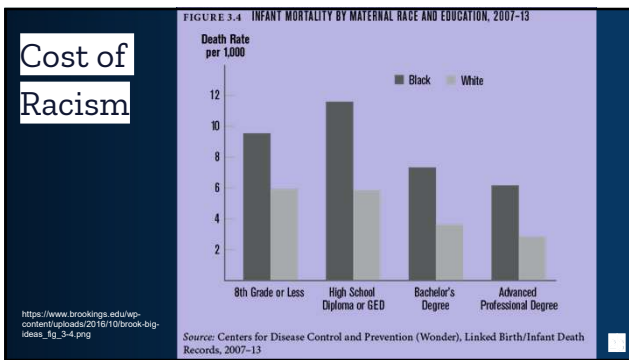
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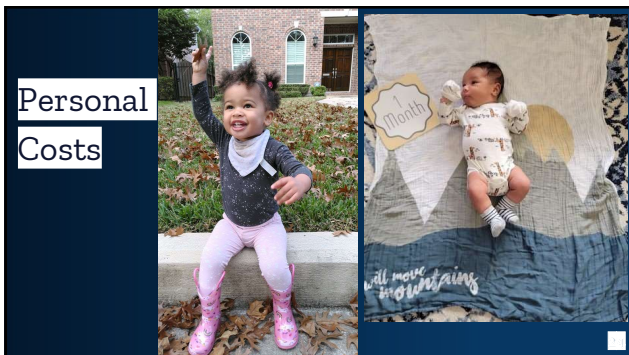
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What Racism Costs ALL of Us

Marker

THE NUMBER OF THE DAY:

**\$16,000,000,000,000**

The cost to the U.S. economy of not closing racial gaps over the last 20 years, as estimated by a Citigroup economist

source: Bloomberg

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The Sum of Us



“A book for every American.” —ELIZABETH GILBERT

**THE SUM OF US**

WHAT RACISM COSTS EVERYONE AND HOW WE CAN PROSPER TOGETHER

**HEATHER MCGHEE**

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Physics is far from being a diverse discipline....



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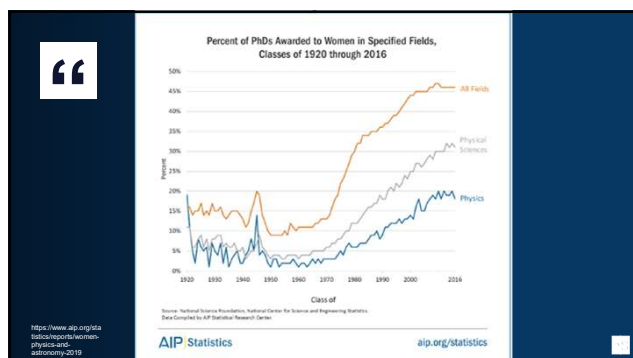
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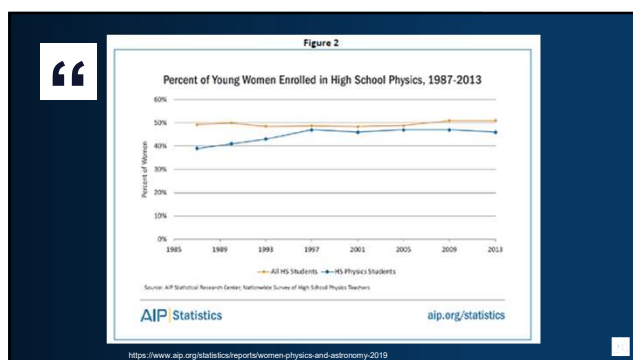
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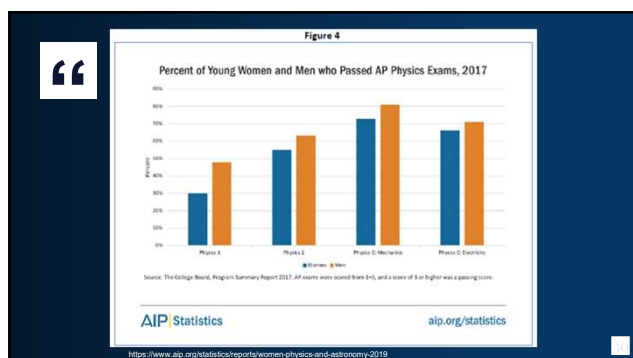
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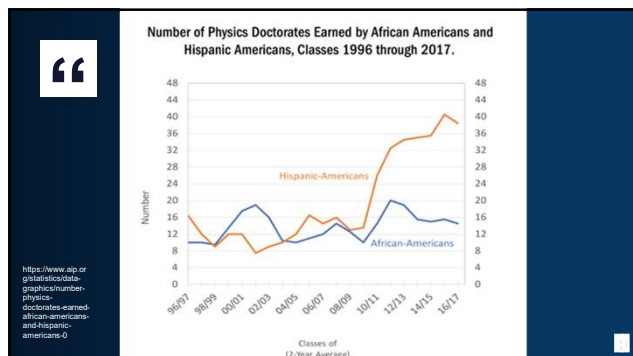
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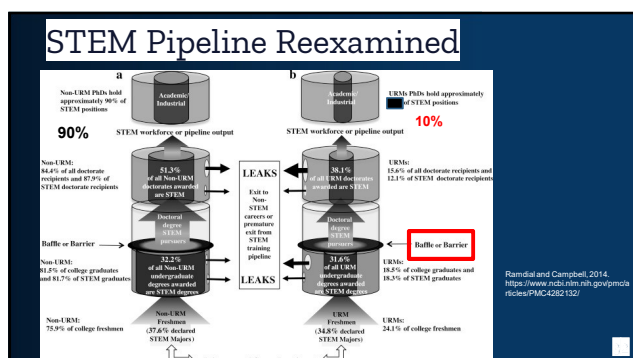
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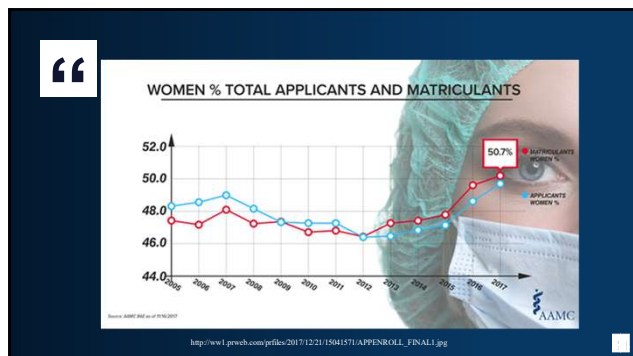
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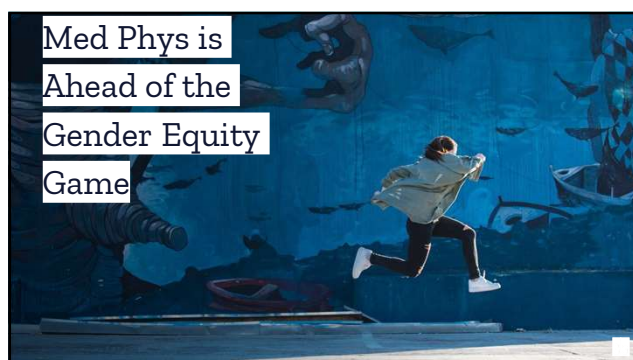
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**2017 SDAMPP/CAMPEP Annual Residency Programs Report**

**Graduate Program Applicants**

	2013	2014	2015	2016	2017
# applications reviewed	1801	1953	1836	1921	2012
# offered admission	545	602	577	608	594
# matriculated	289	324	294	325	314
Average GPA (MS/PhD)	3.5/3.6	3.5/3.6	3.5/3.6	3.5/3.7	3.4/3.6

**Entering Class – Gender**

	2013	2014	2015	2016	2017
MS/MSc – Male	64%	69%	67%	61%	62%
PhD – Male	71%	69%	68%	63%	58%
DMP – Male	60%	65%	58%	58%	58%

<http://www.sdampp.org/resources.php>

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▫ **42% of Med Phys PhD students are women!!**

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Med Phys is  
Ahead of the  
Gender Equity  
Game

But complacency is **not** an option, hence, AAPM's plan of actions...

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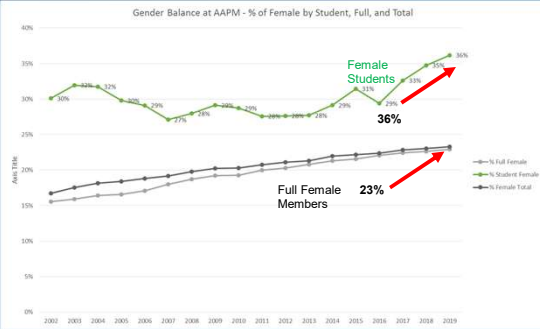
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### AAPM Racial Stats vs US Census

Race	AAPM Number	AAPM Percent (%)	US Census 2010 (million)	US Census 2010 Percent (%)
White	2589	64.3	223.6	74.6
Asian	884	22.0	14.7	4.9
Black, African Am.	118	2.9	38.9	13.0
Other race	113	2.8	19.1	6.4
American Indian or Alaska Native	31	0.8	2.9	1.0
Native Hawaiian and Other Pacific Islander	21	0.5	0.5	0.2
Total	4025	100	299.7	100

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### Mentorship Matters!!

WOMEN & COUNSEL - THE GISEL PRODUCE

**Woman-to-Woman Mentoring May Keep Women From Dropping Out of STEM Subjects, Study Says**

BY SHAY MAHAZ JUNE 9, 2017 11:28 AM

18 % of girls with male mentors dropped STEM major

11% of girls without mentor dropped out

0% of girls with women mentors dropped out!!

<https://www.glamour.com/story/woman-to-woman-mentoring-stem-subjects-study>

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**AMERICAN ASSOCIATION  
PHYSICS IN MEDICINE**

**DIVERSITY RECRUITMENT through  
EDUCATION AND MENTORING**

**DREAM**

**THE DREAM PROGRAM** is a competitive 1-year program designed to train the next generation of diverse medical physicists and increase the number of underrepresented groups in medical physics by providing them with resources and mentorship. Students are mentored by experienced medical physicists and receive hands-on training during the program. The program also provides a stipend, travel expenses, and housing support.

**ELIGIBILITY:**

- Undergraduate students, juniors, and seniors majoring in physics, engineering, or the related fields.
- US Citizens, Canadian Citizens, or Permanent Citizens of the US.

**HOW TO APPLY:**

- Complete and submit the application.
- Interview and selection process.
- Provide two letters of recommendation.
- Provide your resume.

**FOR MORE DETAILS, VISIT:**  
aapm.org/dream

**PROGRAM CONTACTS:** aapm@AAPM.org, 2025-2026-2027-2028-2029-2030-2031-2032-2033-2034-2035-2036-2037-2038-2039-2040-2041-2042-2043-2044-2045-2046-2047-2048-2049-2050-2051-2052-2053-2054-2055-2056-2057-2058-2059-2060-2061-2062-2063-2064-2065-2066-2067-2068-2069-2070-2071-2072-2073-2074-2075-2076-2077-2078-2079-2080-2081-2082-2083-2084-2085-2086-2087-2088-2089-2090-2091-2092-2093-2094-2095-2096-2097-2098-2099-2100-2101-2102-2103-2104-2105-2106-2107-2108-2109-2110-2111-2112-2113-2114-2115-2116-2117-2118-2119-2120-2121-2122-2123-2124-2125-2126-2127-2128-2129-2130-2131-2132-2133-2134-2135-2136-2137-2138-2139-2140-2141-2142-2143-2144-2145-2146-2147-2148-2149-2150-2151-2152-2153-2154-2155-2156-2157-2158-2159-2160-2161-2162-2163-2164-2165-2166-2167-2168-2169-2170-2171-2172-2173-2174-2175-2176-2177-2178-2179-2180-2181-2182-2183-2184-2185-2186-2187-2188-2189-2190-2191-2192-2193-2194-2195-2196-2197-2198-2199-2200-2201-2202-2203-2204-2205-2206-2207-2208-2209-2210-2211-2212-2213-2214-2215-2216-2217-2218-2219-2220-2221-2222-2223-2224-2225-2226-2227-2228-2229-2230-2231-2232-2233-2234-2235-2236-2237-2238-2239-2240-2241-2242-2243-2244-2245-2246-2247-2248-2249-2250-2251-2252-2253-2254-2255-2256-2257-2258-2259-2260-2261-2262-2263-2264-2265-2266-2267-2268-2269-2270-2271-2272-2273-2274-2275-2276-2277-2278-2279-2280-2281-2282-2283-2284-2285-2286-2287-2288-2289-2290-2291-2292-2293-2294-2295-2296-2297-2298-2299-2300-2301-2302-2303-2304-2305-2306-2307-2308-2309-2310-2311-2312-2313-2314-2315-2316-2317-2318-2319-2320-2321-2322-2323-2324-2325-2326-2327-2328-2329-2330-2331-2332-2333-2334-2335-2336-2337-2338-2339-2340-2341-2342-2343-2344-2345-2346-2347-2348-2349-2350-2351-2352-2353-2354-2355-2356-2357-2358-2359-2360-2361-2362-2363-2364-2365-2366-2367-2368-2369-2370-2371-2372-2373-2374-2375-2376-2377-2378-2379-2380-2381-2382-2383-2384-2385-2386-2387-2388-2389-2390-2391-2392-2393-2394-2395-2396-2397-2398-2399-2400-2401-2402-2403-2404-2405-2406-2407-2408-2409-2410-2411-2412-2413-2414-2415-2416-2417-2418-2419-2420-2421-2422-2423-2424-2425-2426-2427-2428-2429-2430-2431-2432-2433-2434-2435-2436-2437-2438-2439-2440-2441-2442-2443-2444-2445-2446-2447-2448-2449-2450-2451-2452-2453-2454-2455-2456-2457-2458-2459-2460-2461-2462-2463-2464-2465-2466-2467-2468-2469-2470-2471-2472-2473-2474-2475-2476-2477-2478-2479-2480-2481-2482-2483-2484-2485-2486-2487-2488-2489-2490-2491-2492-2493-2494-2495-2496-2497-2498-2499-2500-2501-2502-2503-2504-2505-2506-2507-2508-2509-2510-2511-2512-2513-2514-2515-2516-2517-2518-2519-2520-2521-2522-2523-2524-2525-2526-2527-2528-2529-2530-2531-2532-2533-2534-2535-2536-2537-2538-2539-2540-2541-2542-2543-2544-2545-2546-2547-2548-2549-2550-2551-2552-2553-2554-2555-2556-2557-2558-2559-2560-2561-2562-2563-2564-2565-2566-2567-2568-2569-2570-2571-2572-2573-2574-2575-2576-2577-2578-2579-2580-2581-2582-2583-2584-2585-2586-2587-2588-2589-2590-2591-2592-2593-2594-2595-2596-2597-2598-2599-2600-2601-2602-2603-2604-2605-2606-2607-2608-2609-2610-2611-2612-2613-2614-2615-2616-2617-2618-2619-2620-2621-2622-2623-2624-2625-2626-2627-2628-2629-2630-2631-2632-2633-2634-2635-2636-2637-2638-2639-2640-2641-2642-2643-2644-2645-2646-2647-2648-2649-2650-2651-2652-2653-2654-2655-2656-2657-2658-2659-2660-2661-2662-2663-2664-2665-2666-2667-2668-2669-2670-2671-2672-2673-2674-2675-2676-2677-2678-2679-2680-2681-2682-2683-2684-2685-2686-2687-2688-2689-2690-2691-2692-2693-2694-2695-2696-2697-2698-2699-2700-2701-2702-2703-2704-2705-2706-2707-2708-2709-2710-2711-2712-2713-2714-2715-2716-2717-2718-2719-2720-2721-2722-2723-2724-2725-2726-2727-2728-2729-2730-2731-2732-2733-2734-2735-2736-2737-2738-2739-2740-2741-2742-2743-2744-2745-2746-2747-2748-2749-2750-2751-2752-2753-2754-2755-2756-2757-2758-2759-2760-2761-2762-2763-2764-2765-2766-2767-2768-2769-2770-2771-2772-2773-2774-2775-2776-2777-2778-2779-2780-2781-2782-2783-2784-2785-2786-2787-2788-2789-2790-2791-2792-2793-2794-2795-2796-2797-2798-2799-2800-2801-2802-2803-2804-2805-2806-2807-2808-2809-2810-2811-2812-2813-2814-2815-2816-2817-2818-2819-2820-2821-2822-2823-2824-2825-2826-2827-2828-2829-2830-2831-2832-2833-2834-2835-2836-2837-2838-2839-2840-2841-2842-2843-2844-2845-2846-2847-2848-2849-2850-2851-2852-2853-2854-2855-2856-2857-2858-2859-2860-2861-2862-2863-2864-2865-2866-2867-2868-2869-2870-2871-2872-2873-2874-2875-2876-2877-2878-2879-2880-2881-2882-2883-2884-2885-2886-2887-2888-2889-2890-2891-2892-2893-2894-2895-2896-2897-2898-2899-2900-2901-2902-2903-2904-2905-2906-2907-2908-2909-2910-2911-2912-2913-2914-2915-2916-2917-2918-2919-2920-2921-2922-2923-2924-2925-2926-2927-2928-2929-2930-2931-2932-2933-2934-2935-2936-2937-2938-2939-2940-2941-2942-2943-2944-2945-2946-2947-2948-2949-2950-2951-2952-2953-2954-2955-2956-2957-2958-2959-2960-2961-2962-2963-2964-2965-2966-2967-2968-2969-2970-2971-2972-2973-2974-2975-2976-2977-2978-2979-2980-2981-2982-2983-2984-2985-2986-2987-2988-2989-2990-2991-2992-2993-2994-2995-2996-2997-2998-2999-3000-3001-3002-3003-3004-3005-3006-3007-3008-3009-3010-3011-3012-3013-3014-3015-3016-3017-3018-3019-3020-3021-3022-3023-3024-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EDI philosophy change is a

**Must**

Tolerance → Celebration

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EDI philosophy change is a

**Must**

Numbers → Climate

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## AAPM's First EDI Climate Survey

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AMERICAN ASSOCIATION  
of PHYSICISTS IN MEDICINE

Dear Advocate:

As a fellow member of the Statistical Research Center (SRC) of the American Institute of Physics (AIP), we are pleased to request that you complete a survey being conducted on behalf of the American Association of Physicists in Medicine (AAPM). The purpose of this survey is to understand the diversity of the AAPM membership and the experiences of our members. We are seeking to enhance the AAPM's ability to better serve our members.

AAPM has partnered with the SRC to conduct the Equity, Diversity, and Inclusion Climate Survey to gain a better understanding of our members' experiences and to identify areas for improvement. The survey will also help us to better understand the experiences of our members and to identify areas for improvement. The survey will also help us to better understand the experiences of our members and to identify areas for improvement.

An extensive review of the survey results in Spring 2021, and they will be used to inform the AAPM's leadership and organization regarding the experiences of medical physicists. Action items and recommendations for AAPM to improve the equity, diversity, and inclusion climate within the field of medical physics will follow. It is our hope that when we look back in 2021 to the survey, we will see our changes and improvements that meet the medical physics workforce and AAPM's goals, better, more inclusive, and more inclusive. Your participation in this study is essential to help us understand the climate for medical physicists. Your voice counts, and we need to hear from everyone.

If you have any questions, please contact Courtney Walsh of the SRC at [cwalsh@mit.edu](mailto:cwalsh@mit.edu). Thank you in advance for your help.

Sincerely,

Walter T. Dobson, B. PhD, AAPM President  
M. Saba Hossain, PhD, AAPM Chair of the Board  
Douglas M. Evans, AAPM Executive Director

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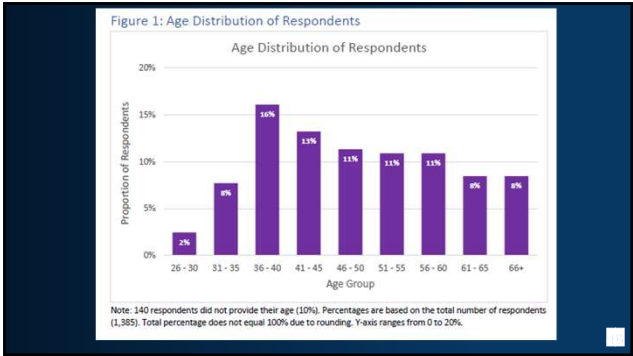
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Table 2: Race or Ethnicity of Respondents from the US or Canada

	Number of Respondents	Proportion of Respondents
White	658	75%
Asian or Asian American	76	9%
Multiple races selected	31	4%
Black or African American	19	2%
Hispanic or Latino	19	2%
American Indian or Alaska Native	< 10	< 1%
Other Race or Ethnicity	< 10	< 1%

Note: 64 respondents did not provide their race or ethnicity (7%). Percentages are based on the 876 respondents who indicated their country of origin was the US or Canada.

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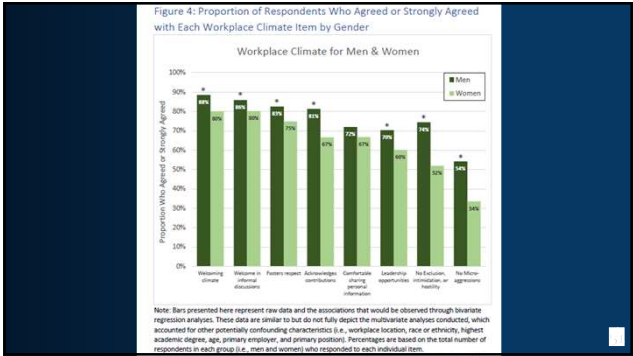
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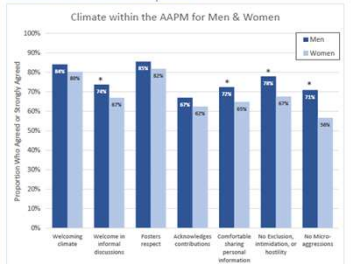
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Figure 10: Proportion of Respondents Who Agreed or Strongly Agreed with Each AAPM Climate Item by Gender

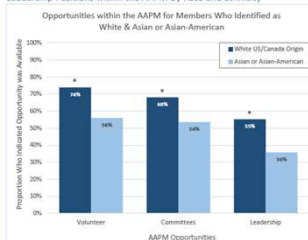


Note: Bars presented here represent raw data and the associations that would be observed through bivariate regression analyses. These data are similar to but do not fully depict the multivariate analyses conducted, which accounted for other potentially confounding characteristics. Percentages are based on the number of respondents in each group who responded to each individual item.

\*Statistically significant difference between men and women in the multivariate regression analysis ( $p < .05$ ).

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Figure 17: Proportion of Respondents Who Reported Opportunities to Volunteer, Participate in Committees or Task groups, and Compete for Leadership Positions within the AAPM by Race and Ethnicity



Note: Bars presented here represent raw data and the associations that would be observed through bivariate regression analyses. These data are similar to but do not fully depict the multivariate analyses conducted, which accounted for other potentially confounding characteristics. There were no significant associations for the other items or other AAPM opportunities at the  $p < .05$  level. Percentages are based on the total number of respondents in each group who responded to these items.

\*Statistically significant difference between respondents originally from the US or Canada who identified as white and those who identified as Asian or Asian-American in the multivariate regression analysis ( $p < .05$ ).

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Table 7: Groups Less Likely to Agree with Each AAPM Climate Item

AAPM Climate Item	Groups less likely to agree with the statement
Welcoming climate	• Younger
Welcome in informal discussions	• Younger • PhD
Fosters respect	• Women • Younger • Working in private or community hospitals, cancer centers, or medical (physician) groups • Working in medical school or university hospitals
Acknowledges contributions	• Younger
Comfortable sharing personal information	• Women • Younger
No Exclusion, intimidation, or hostility	• Women • Not originally from the US or Canada
No Microaggressions (personally experience or witness)	• Women • PhD

Note: Our analyses indicated that the groups listed here were significantly less likely to agree with each workplace climate item at the  $p < .05$  level. Each AAPM climate item was included as the outcome variable in separate analyses, and workplace location, gender, race and ethnicity, highest academic degree, age, primary employment, and primary positions were simultaneously included as predictor variables.

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AAPM			
THIS POLICY REPLACES PP-30-A - THIS IS THE LATEST VERSION OF THE POLICY			
POLICY NUMBER	POLICY NAME	POLICY DATE	SUNSET DATE
PP 30-B	Diversity Statement	11/18/2020	12/31/2025
Policy source:			
November 19 - 20, 2020 Board of Directors Meeting			
Policy text:			
<p>The American Association of Physicists in Medicine (AAPM) is committed to fostering and celebrating diversity, equity, inclusion and belonging in the field of medical physics.</p> <p>Diversity is the range of human characteristics that make individuals unique, including differences of race and ethnicity, language, neurodiversity, age, sex, gender identity or expression, sexual orientation, socioeconomic status, religion, and all physical abilities. We strive to increase the diversity of the AAPM membership through active outreach and mentoring.</p> <p>Equity is the quality of being fair and impartial. The AAPM strives to improve equity in the field of medical physics by providing opportunities for research and clinical experiences for all medical physicists, particularly individuals of underrepresented backgrounds who have historically been excluded.</p> <p>Inclusion is the achievement of an environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can fully contribute to the organization. We value a culture of inclusivity within our organization at every level, including our staff, volunteers, leaders, and members at all levels.</p> <p>Belonging is an individual's feeling of safety, value, respect and inclusion. It is the goal of the AAPM for each member to feel a sense of belonging within the organization and the community of medical physics as a whole. By embracing our collective diversity, treating all of our members equitably, and by being inclusive with our policies, we expect all of our members to grow a sense of belonging and improve our organization with their combined input, effort and talent.</p> <p>AAPM celebrates the unique perspectives and ideas offered by a more diverse medical physics workforce and recognizes its capacity to drive innovation and excellence in clinical work, education, and research. We recognize that the experiences and perspectives of a more diverse medical physics workforce help identify and address the challenges faced by underserved and underrepresented patients and communities regarding radiation therapy or medical imaging procedures.</p>			

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## AHCDI Preliminary Final Recommendations

**Deconstruct EDI Climate Baseline**

- Make an EDI/Outreach Planning Committee under BOD with a broader charge beyond education initiatives
- EDIC will be equal to a council in our governance
- Establish EDIC liaisons from each council to have memberships in the BOD and ensure EDIC is aware of their council's EDI efforts
- Offer EDI training to members and especially **newcomers**
- Invite all members to participate
- Set EDI no tolerance for bias policies
- Provide EDI climate surveys (possibly embedded within Workforce survey)

**Improve EDI Climate**

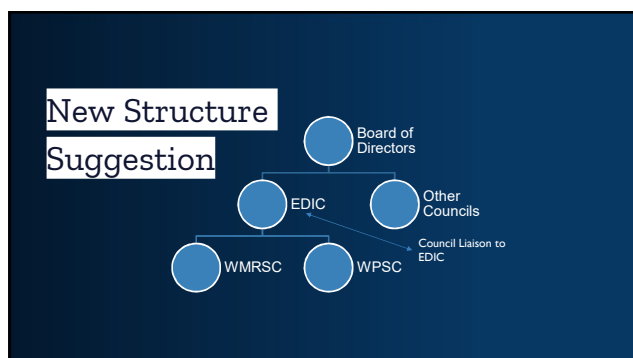
EDIC's main role is to provide guidance for all of AAPM on EDI activities

- Actively create and promote funding for underrepresented outreach media campaigns/efforts
- Alert AAPM members who excel at EDI initiatives or are examples of URM success
- Create a network of URM AAPM members to serve as mentors and an ally list as well
- Route the creation of affinity groups (subcommittees) to support AAPM members who feel marginalized

**Maintain EDI Climate Control**

- Distribute EDI Climate survey on a routine basis (perhaps every 2 years)
- Update EDI policies and efforts based on feedback from EDI Climate survey data
- Have full participation from AAPM leadership in EDI efforts (e. Announcing survey efforts, sitting on EDI panel discussions at conferences, receiving EDI training)
- Coordinate EDI efforts with new EDI WGs in several councils/committees

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AHCDI



■ **Accomplishments**

■ Guided by EDI Expert **Dr. Brian Gittens**

- Vice Chancellor for Diversity, Equity and Inclusion at Univ of Ark

■ Collaborated with WMRSC to launch first AAPM EDI Climate Survey

■ Wrote a soon-to-be distributed Statement on the "Critical Need for Equity, Diversity and Inclusion Initiatives within AAPM"

■ Organized EDI Educational sessions at both the Spring Clinical and Annual AAPM meetings

■ **Goals**

■ Present our final recommendations report to the BOD

■ Ensure the transition of WMRSC to a full committee with new name (EDIC) directly under the BOD with a broader scope including oversight of AAPM EDI efforts

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<https://www.cnn.com/2019/04/10/us/katie-bouman-mit-black-hole-algorithm-sci-trnd/index.html>

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No one of us could've done it alone," Bouman said. "It came together because of lots of different people from many backgrounds."



<https://www.cnn.com/2019/04/10/us/katie-bouman-mit-black-hole-algorithm-sci-trnd/index.html>

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