Overview of Equity, Diversity and Inclusion (EDI) Efforts in AAPM

▫ What is EDI
▫ What are the costs of racism
▫ EDI in Physics
▫ EDI in Med Phys
▫ AAPM’s New Initiatives on EDI

Hello!

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Can AAPM be even better?

Committees/Councils
  • 9 Ad Hocs
1. **EDI in AAPM**

**WMRSC**

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

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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
Ad Hoc Committee on Diversity and Inclusion (AHCDI)

**AHCDI Charges**

1. Conduct a clear assessment of the current baseline and the need for diversity within AAPP.
2. Identify and document the diversity needs of AAPP at the current level and recommend strategies to meet these diversity needs. Specifically:
   - Collect and review data that AAPP should be aware of and account for in decision-making processes.
   - Develop strategies to diversify the volunteer pool in each council.
3. Recommend initiatives to diversify leadership of the AAPP.
4. Recommend changes and processes needed to diversify the volunteer pool in each council.
5. Establish mechanisms and structures to track progress towards diversity goals.

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

- **Determine EDI Climate Baseline**
- **Improve EDI Environment**
- **Maintain EDI Climate Control**
EDI philosophy change is a Must

Tolerance → Celebration

"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
7/16/2021

Cost of Racism

https://www.getsmartoregon.org/assets/Equality-Initiative-Infographic-6.jpg

Personal Costs

https://www.brookings.edu/wp-content/uploads/2016/10/brook-big-ideas_fig_3-4.png
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.

The Sum of Us

"Physics is far from being a diverse discipline..."
STEM Pipeline Reexamined

One Black Teacher/Mentor Matters!
Med Phys is Ahead of the Gender Equity Game
42% of Med Phys PhD students are women!!

Med Phys is Ahead of the Gender Equity Game

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

Gender Balance at AAPM: % of Female by Student, Full, and Total

- Female Students: 30%
- Full Female Members: 23%
AAPM Racial Stats vs US Census

<table>
<thead>
<tr>
<th>Race</th>
<th>AAPM Number</th>
<th>US Census 2010 Number</th>
<th>US Census 2010 Percent (%)</th>
<th>AAPM Percent (%)</th>
<th>AAPM Percent in US Census Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>2589</td>
<td>223.6</td>
<td>74.6</td>
<td>64.3</td>
<td>74.6</td>
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<tr>
<td>Asian</td>
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<td>6.9</td>
<td>22.0</td>
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<tr>
<td>Black, African Am.</td>
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<td>38.9</td>
<td>13.0</td>
<td>2.9</td>
<td>13.9</td>
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<tr>
<td>American Indian or Alaska Native</td>
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<td>2.9</td>
<td>0.9</td>
<td>21</td>
<td>0.9</td>
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<tr>
<td>Total</td>
<td>4025</td>
<td>299.7</td>
<td>100</td>
<td>100</td>
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</tr>
</tbody>
</table>

Mentorship Matters!!

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.mentorship.org/?content=women-mentoring-men-industry-research
AAPM Strategic Goal: Diversity and Inclusion

Diversity and Inclusion

- Promote diversity and inclusion in medical physics education.
- Create awareness and understanding of the value of diversity in the field of medical physics.
- Collaborate with other professional organizations to implement and support the recommendations in the AAPM Inclusion Action Plan.
- Promote diversity and inclusion in all aspects of professional practice and research.
- Ensure that the diversity in opinions, ideas, and the work environment is reflected in the workforce and leadership roles.
EDI philosophy change is a **Must**

Tolerance → Celebration

EDI philosophy change is a **Must**

Numbers → Climate

AAPM’s First EDI Climate Survey
AHCDI Preliminary Final Recommendations

Determine EDI Climate Baseline
▫ Make an EDIC full standing 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 EDIC and ensure EDIC is aware of their council’s EDI efforts
▫ Offer EDI training to members and especially encourage leaders/committee 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
▫ Award 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
▫ Foster 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 (ie. Announcing survey efforts, sitting on EDI panel discussions at conferences, receiving EDI training)
▫ Coordinate EDI efforts with new EDI WGs in several councils/committees
Accomplishments:

- Collaborated with EDI Expert Dr. Brian Gittens
- Vice Chancellor for Diversity, Equity and Inclusion at Univ of Ark
- Contributed to the 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

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