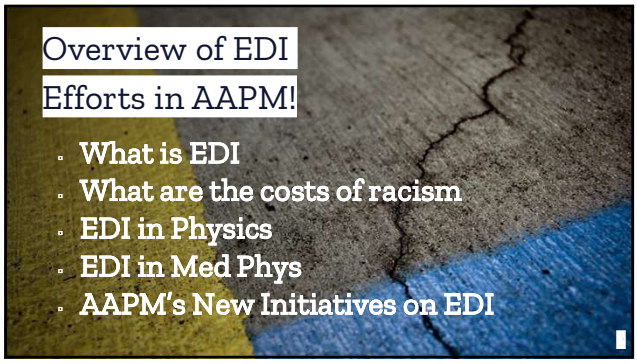
Overview of
Equity,
Diversity and
Inclusion (EDI)
Efforts in
AAPM

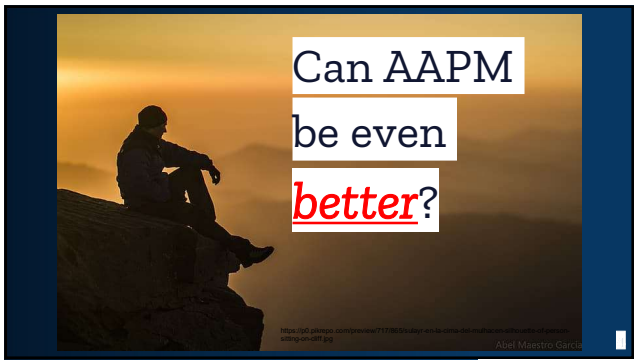
1


Overview of 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

2

Hello!
Julianne Pollard-Larkin, PhD
Chair of AAPM WMRSC and AHCDI
Chief of Thoracic and GI Radiation
Physics at MD Anderson Cancer Center
You can find me at @JulieLarkin305
jmpollard@mdanderson.org

3


Can AAPM
be even
better?

4

5

Committees/
Councils
9 Ad Hocs
AAPM COMMITTEE TREE
Board of Directors (BRD)

6

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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WMRSC

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

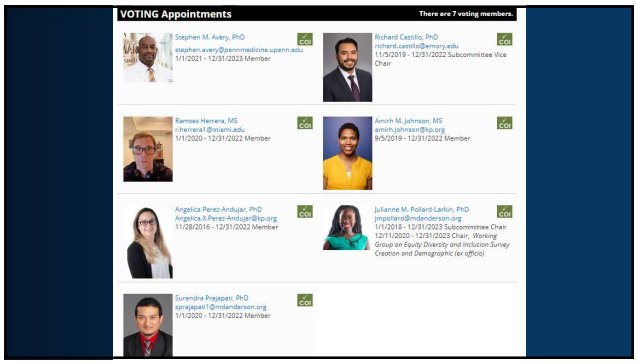
1. **Four-Month Activity Report**

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	09/17: Budget request submitted to AAPM (see budget section) 09/19: 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

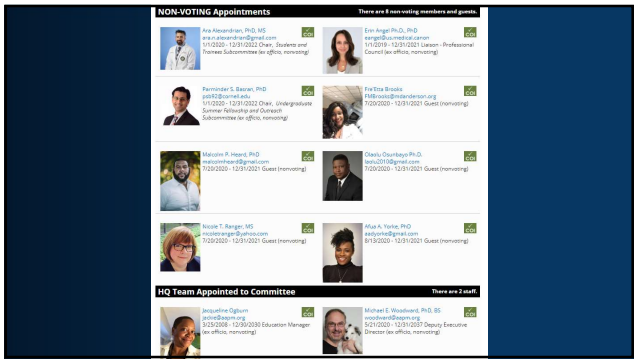
2. **Current Membership**

Person	Affiliation	Function
Dr. Paul Guèye	Hampton University (VA)	WMRSC Chair
Dr. Steven Avery	University of Pennsylvania (PA)	African-American Coordinators
Dr. Mark Harvey	MD Anderson (TX)	
Dr. Christopher Njeh	University of California at Fresno (CA)	African Coordinator
Dr. Albin Gonzales	Firelands Regional Medical Center	Hispanic Coordinators
Dr. David Ernst	Vanderbilt University	
Dr. Caridad Borras	IOMP (Spain)	Women Coordinators
Dr. Marlene McKetty	Howard University (DC)	
Dr. Lars Ewell	The University of Arizona	Native-American Coordinator

9


VOTING Appointments
There are 7 voting members.
Stephen M. Avery, PhD
stephen.avery@pennmedicine.upenn.edu
1/1/2021 - 12/31/2023 Member
Richard Castillo, PhD
richard.castillo@emory.edu
11/5/2019 - 12/31/2022 Subcommittee Vice Chair
Ramses Herrera, MS
r.herrera1@miami.edu
1/1/2020 - 12/31/2022 Member
Amirh M. Johnson, MS
amirh.johnson@kp.org
9/5/2019 - 12/31/2022 Member
Angelica Perez-Andujar, PhD
Angelica.X.Perez-Andujar@kp.org
11/28/2016 - 12/31/2022 Member
Julianne M. Pollard-Larkin, PhD
jmpollard@mdanderson.org
1/1/2018 - 12/31/2023 Subcommittee Chair
12/11/2020 - 12/31/2023 Chair, Working Group on Equity Diversity and Inclusion Survey Creation and Demographic (ex officio)
Surendra Prajapati, PhD
sprajapa1@mdanderson.org
1/1/2020 - 12/31/2022 Member

10


NON-VOTING Appointments
There are 8 non-voting members and guests.
Ara Alexandrian, PhD, MS
ara.n.alexandrian@gmail.com
1/1/2020 - 12/31/2022 Chair, Students and Trainees Subcommittee (ex officio, nonvoting)
Erin Angel Ph.D., PhD
rangel@uic.medical.canon
1/1/2019 - 12/31/2021 Liaison - Professional Council (ex officio, nonvoting)
Parminder S. Basran, PhD
psb92@cornell.edu
1/1/2020 - 12/31/2022 Chair, Undergraduate Summer Fellowship and Outreach Subcommittee (ex officio, nonvoting)
FreTta Brooks
FMBrooks@mdanderson.org
7/20/2020 - 12/31/2021 Guest (nonvoting)
Malcolm P. Heard, PhD
malcolmheard@gmail.com
7/20/2020 - 12/31/2021 Guest (nonvoting)
Oladiu Osunbayo Ph.D.
bolu2010@gmail.com
7/20/2020 - 12/31/2021 Guest (nonvoting)
Nicole T. Ranger, MS
nicoletranger@yahoo.com
7/20/2020 - 12/31/2021 Guest (nonvoting)
Afua A. Yorke, PhD
aayorke@gmail.com
07/1/2020 - 12/31/2021 Guest (nonvoting)
HQ Team Appointed to Committee
There are 2 staff.
Jacqueline Ogburn
jackie@aapm.org
3/23/2006 - 12/30/2030 Education Manager (ex officio, nonvoting)
Michael E. Woodward, PhD, BS
mwoodward@aapm.org
5/21/2020 - 12/31/2057 Deputy Executive Director (ex officio, nonvoting)

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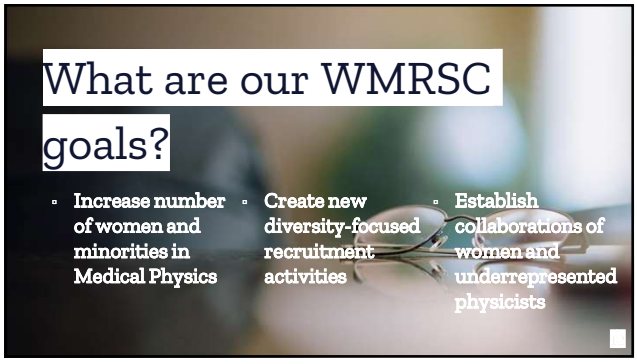
What are our WMRSC goals?
Increase number of women and minorities in Medical Physics
Create new diversity-focused recruitment activities
Establish collaborations of women and underrepresented physicists

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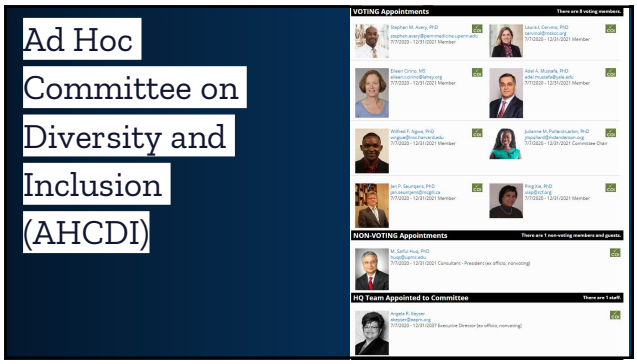
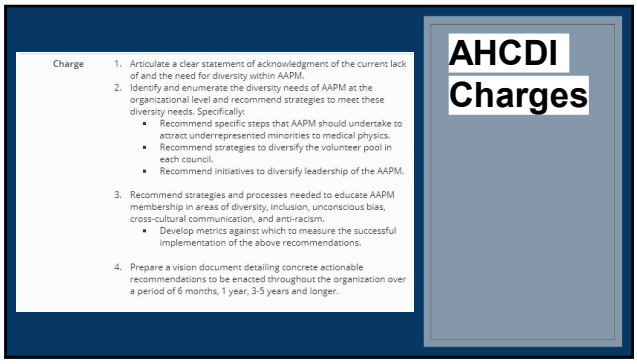

Ad Hoc Committee on Diversity and Inclusion (AHCDI)
VOTING Appointments
There are 8 voting members
NON-VOTING Appointments
There are 1 non-voting members and guests
HQ Team Appointed to Committee
There are 1 staff

13


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.
AHCDI Charges

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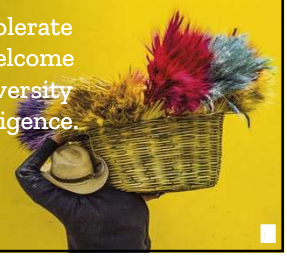
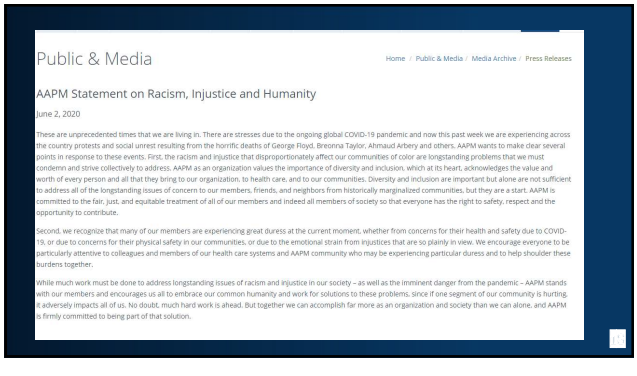
> We must not only learn to tolerate our differences. We must welcome them as the richness and diversity which can lead to true intelligence.
>
> Albert Einstein



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

17



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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AAPM Strategic Goal: Diversity and Inclusion

- Diversity And Inclusion

  Strategic Goal: Champion equity, diversity, and inclusion (EDI) in the field of medical physics.

  - Evaluate EDI in the AAPM organizational structure and activities.
  - Create and sustain the structure in the AAPM necessary to support the EDI strategic goal.
  - Cultivate and encourage a diverse pool of trainees for entry into medical physics and the AAPM.
  - Create and deliver professional and educational content that supports the importance of EDI, specifically supporting the needs of underrepresented medical physicists.
  - Collaborate with other professional organizations to implement and support the commitment to EDI in the medical physics field.
  - Ensure that the EDI strategic objectives and the AAPM's core mission of advancing medicine through excellence in the science, education, and professional practice of medical physics are continually aligned.

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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	11/19/2020	12/31/2025

Policy source

November 19 - 20, 2020 Board of Directors Meeting

Policy text

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.

Diversity is the range of human characteristics that make individuals unique, including differences of race and ethnicity, language, nationality, 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.

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.

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.

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.

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.

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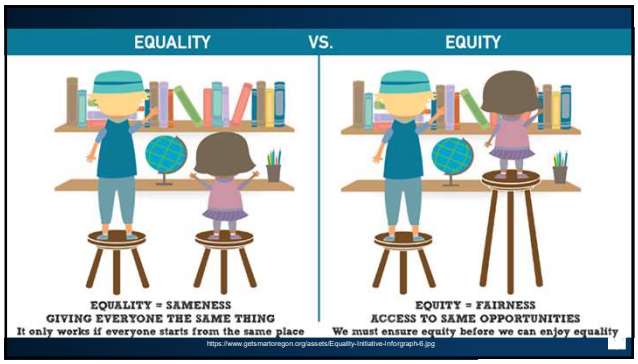
Diversity

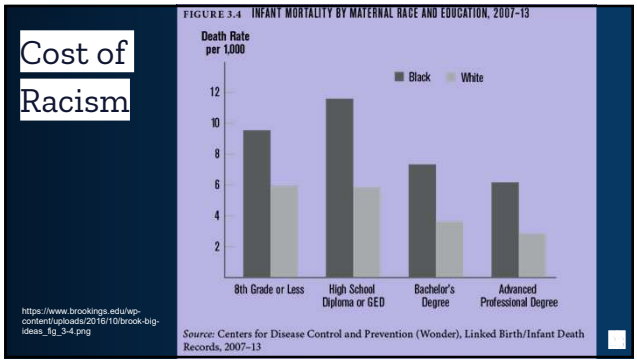
Inclusion

https://media.licdn.com/media-proxy/ext?w=800&h=800&hash=QTU4%2FW75Cc3%2Ba0pOH7ReqKCh48%3D&ora=1%2CaFBCTXdkRmpGL2NvQUFBPQ%2CxAVta5g-0R8jnhodx1Ey9KGTqACGjSESDQJHUA3L0CHH65bfPWjlJMDaclaREA1K30GJj2A0Ku2ISWHnE46_eIvfedlvgjpC3UF5aRUPbhU4hGUB5sE-Fg

21


EQUALITY
VS.
EQUITY
EQUALITY = SAMENESS
GIVING EVERYONE THE SAME THING
It only works if everyone starts from the same place
EQUITY = FAIRNESS
ACCESS TO SAME OPPORTUNITIES
We must ensure equity before we can enjoy equality
https://www.getsmartoregon.org/assets/Equality-Initiative-Infograph-6.jpg

22


Cost of Racism
FIGURE 3.4 INFANT MORTALITY BY MATERNAL RACE AND EDUCATION, 2007–13
Death Rate per 1,000
Black
White
12
10
8
6
4
2
8th Grade or Less
High School Diploma or GED
Bachelor's Degree
Advanced Professional Degree
https://www.brookings.edu/wp-content/uploads/2016/10/brook-big-ideas_fig_3-4.png
Source: Centers for Disease Control and Prevention (Wonder), Linked Birth/Infant Death Records, 2007–13

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Personal Costs
1 Month
will move mountains

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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

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

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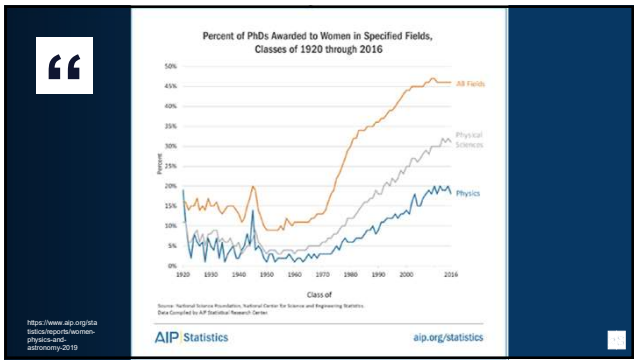

Percent of PhDs Awarded to Women in Specified Fields,
Classes of 1920 through 2016
All Fields
Physical Sciences
Physics
Percent
Class of
AIP Statistics
aip.org/statistics
https://www.aip.org/statistics/reports/women-physics-and-astronomy-2019

28

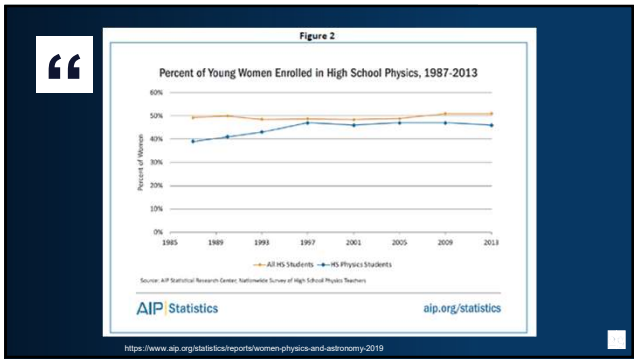


Figure 2
Percent of Young Women Enrolled in High School Physics, 1987-2013
Percent of Women
All HS Students
HS Physics Students
AIP Statistics
aip.org/statistics
https://www.aip.org/statistics/reports/women-physics-and-astronomy-2019

29

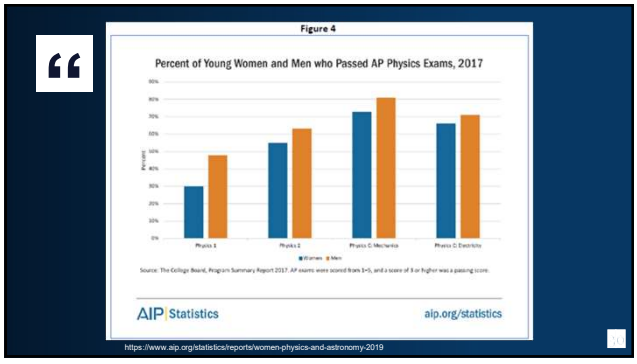
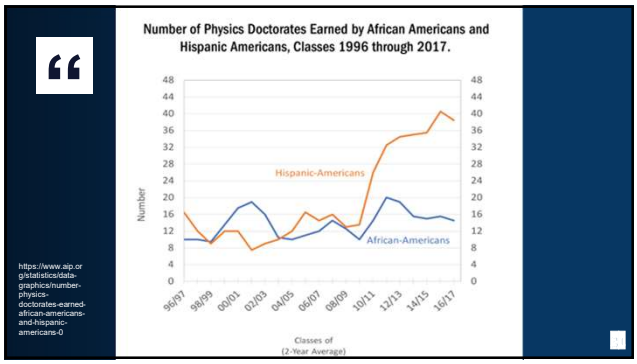
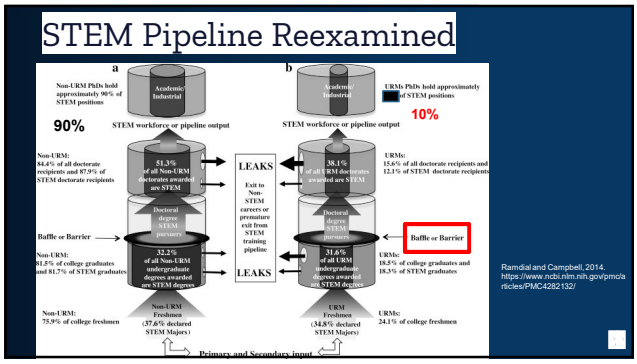


Figure 4
Percent of Young Women and Men who Passed AP Physics Exams, 2017
Percent
AIP Statistics
aip.org/statistics
https://www.aip.org/statistics/reports/women-physics-and-astronomy-2019

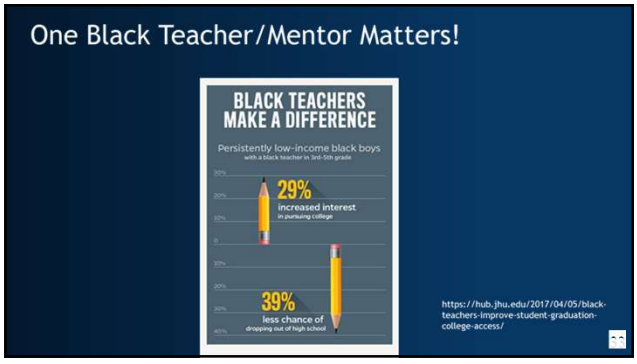
30


Number of Physics Doctorates Earned by African Americans and Hispanic Americans, Classes 1996 through 2017.
Hispanic-Americans
African-Americans
Number
Classes of (2-Year Average)
https://www.aip.org/statistics/data-graphics/number-physics-doctorates-earned-african-americans-and-hispanic-americans-0

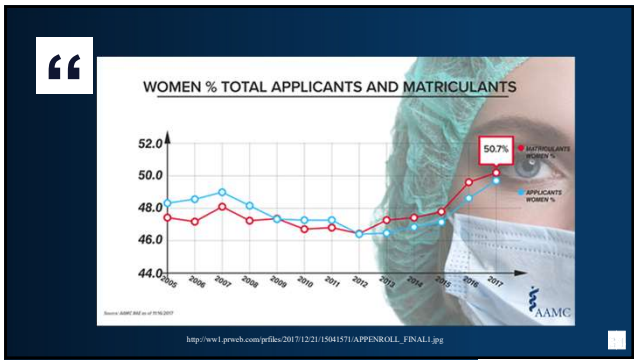
31


STEM Pipeline Reexamined
90%
10%
LEAKS
Baffle or Barrier
Ramdial and Campbell, 2014. https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4282132/

32


One Black Teacher/Mentor Matters!
BLACK TEACHERS MAKE A DIFFERENCE
Persistently low-income black boys
29%
increased interest
39%
less chance of
https://hub.jhu.edu/2017/04/05/black-teachers-improve-student-graduation-college-access/

33


WOMEN % TOTAL APPLICANTS AND MATRICULANTS
52.0
50.0
48.0
46.0
44.0
50.7%
MATRICULANTS WOMEN %
APPLICANTS WOMEN %
2005
2006
2007
2008
2009
2010
2011
2012
2013
2014
2015
2016
2017
AAMC
http://ww1.prweb.com/prfiles/2017/12/21/15041571/APPENROLL_FINAL1.jpg

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Med Phys is
Ahead of the
Gender Equity
Game

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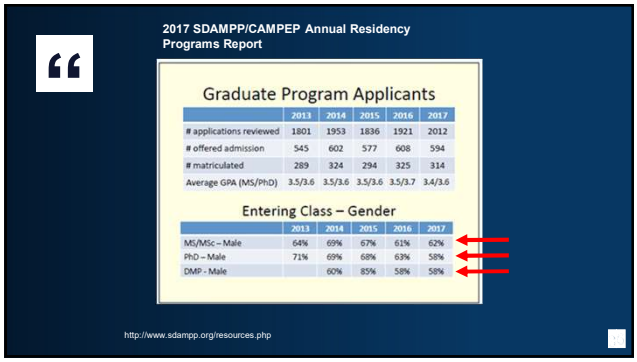
2017 SDAMPP/CAMPEP Annual Residency Programs Report
Graduate Program Applicants
2013 2014 2015 2016 2017
applications reviewed 1801 1953 1836 1921 2012
offered admission 545 602 577 608 594
matriculated 289 324 294 325 314
Average GPA (MS/PhD) 3.5/3.6 3.5/3.6 3.5/3.6 3.5/3.7 3.4/3.6
Entering Class – Gender
2013 2014 2015 2016 2017
MS/MSc – Male 64% 69% 67% 61% 62%
PhD – Male 71% 69% 68% 63% 58%
DMP - Male 60% 85% 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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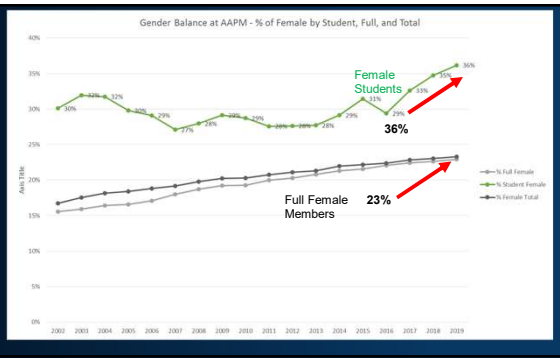

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AAPM Racial Stats vs US Census

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!!

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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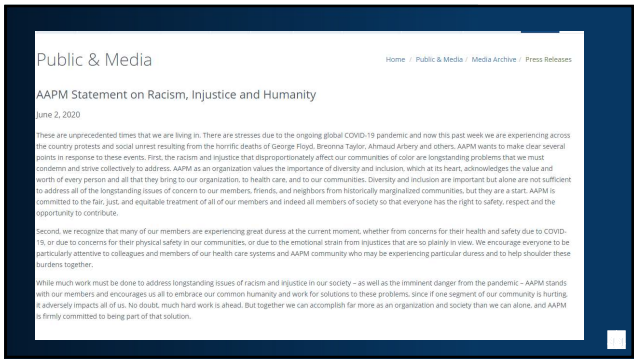
DIVERSITY RECRUITMENT through EDUCATION AND MENTORING
DREAM
AMERICAN ASSOCIATION of PHYSICISTS IN MEDICINE
THE DREAM PROGRAM
ELIGIBILITY
HOW TO APPLY
FOR MORE DETAILS, VISIT:
PROGRAM CONTACT:

43


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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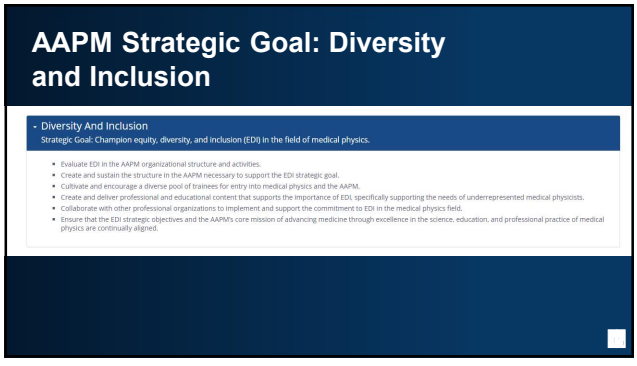
AAPM Strategic Goal: Diversity and Inclusion
Diversity And Inclusion
Strategic Goal: Champion equity, diversity, and inclusion (EDI) in the field of medical physics.
Evaluate EDI in the AAPM organizational structure and activities.
Create and sustain the structure in the AAPM necessary to support the EDI strategic goal.
Cultivate and encourage a diverse pool of trainees for entry into medical physics and the AAPM.
Create and deliver professional and educational content that supports the importance of EDI, specifically supporting the needs of underrepresented medical physicists.
Collaborate with other professional organizations to implement and support the commitment to EDI in the medical physics field.
Ensure that the EDI strategic objectives and the AAPM's core mission of advancing medicine through excellence in the science, education, and professional practice of medical physics are continually aligned.

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EDI philosophy change is a

Must

Tolerance → Celebration

46

EDI philosophy change is a

Must

Numbers → Climate

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AAPM's First EDI Climate Survey

WARNING: This email originated from outside of MD Anderson. Please validate the sender's email address before clicking on links or attachments as they may not be safe.

AMERICAN ASSOCIATION of PHYSICISTS IN MEDICINE

Dear Julianne:

In a few days, the Statistical Research Center (SRC) of the American Institute of Physics (AIP) will send you an e-mail request to 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 all members. We are writing in advance because many people like to know ahead of time that they will be contacted.

AAPM has contracted with the SRC to conduct the Equity, Diversity, and Inclusion Climate Survey so we can assess areas of success and needed growth for diversity and inclusion in the medical physics field. This survey will ask you to confidentially rate your experiences of inclusion, discrimination, harassment, and access to resources that facilitate advancement in your place of work and within AAPM at both the local chapter and national levels. The SRC was chosen for this study because of AAPM's experiences working with this group during the Annual Professional Survey.

We anticipate receiving the survey results in Spring 2021, and they will be used to inform the AAPM 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 on 2021 in five years, we will see real changes and improvements that leave the medical physics workforce and AAPM stronger, better, more innovative, 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@aip.org. Thank you in advance for your help.

Sincerely,

James T. Dobbins III, PhD, AAPM President
M. Saiful Huq, PhD, AAPM Chair of the Board
Angela R. Keyser, AAPM Executive Director

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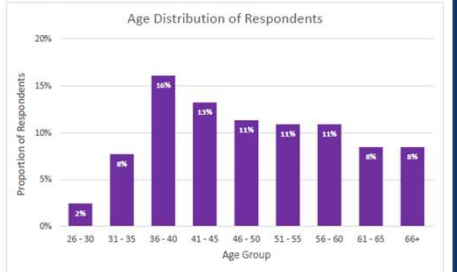
Figure 1: Age Distribution of Respondents



Note: 140 respondents did not provide their age (10%). Percentages are based on the total number of respondents (1,385). Total percentage does not equal 100% due to rounding. Y-axis ranges from 0 to 20%.

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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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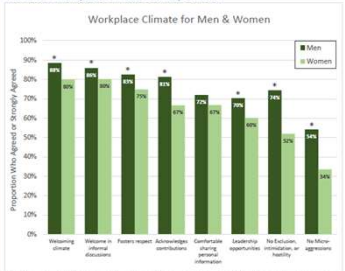
Figure 4: Proportion of Respondents Who Agreed or Strongly Agreed with Each Workplace Climate Item by Gender



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 (i.e., workplace location, race or ethnicity, highest academic degree, age, primary employer, and primary position). Percentages are based on the total number of respondents in each group (i.e., men and women) who responded to each individual item.

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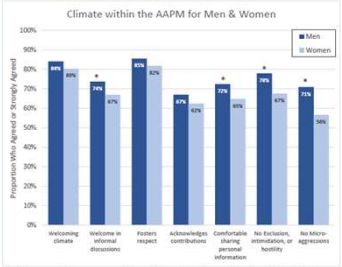
Figure 10: Proportion of Respondents Who Agreed or Strongly Agreed with Each AAPM Climate Item by Gender



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 analyses ($p < .013$).

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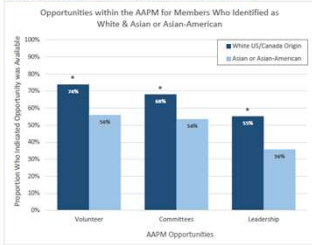
Figure 17: Proportion of Respondents Who Reported Opportunities to Volunteer, Participate in Committees or Task groups, and Compete for Leadership Positions within the AAPM by Race and Ethnicity



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 races or other AAPM opportunities at the $p < .013$ 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 analyses ($p < .013$).

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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: OLR analyses indicated that the groups listed here were significantly less likely to agree with each workplace climate item at the $p < .013$ 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	11/19/2020	12/31/2025

Policy source

November 19 - 20, 2020 Board of Directors Meeting

Policy text

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.

Diversity is the range of human characteristics that make individuals unique, including differences of race and ethnicity, language, nationality, 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.

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.

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.

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.

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.

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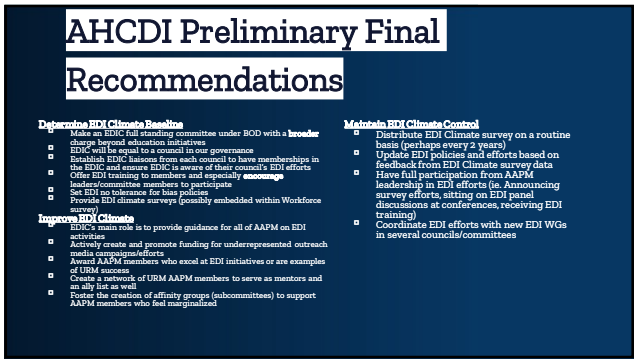

AHCDI Preliminary Final Recommendations

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

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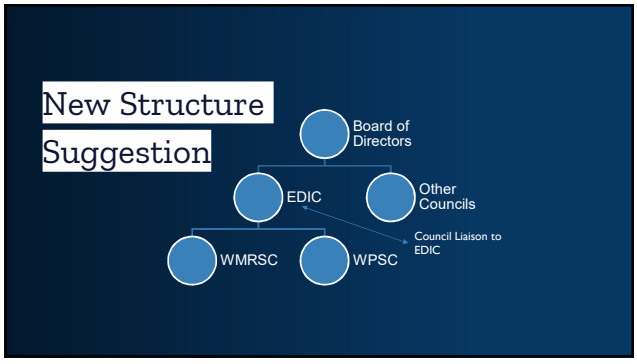

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AHCDI

- **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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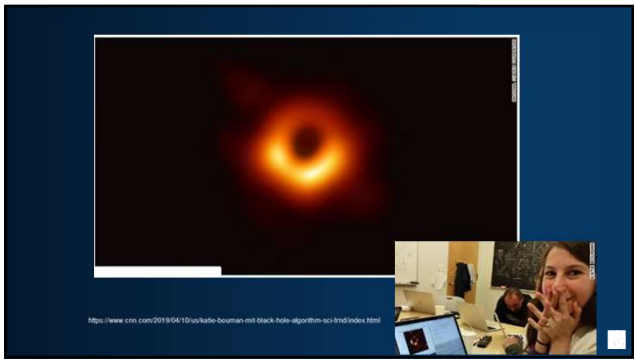

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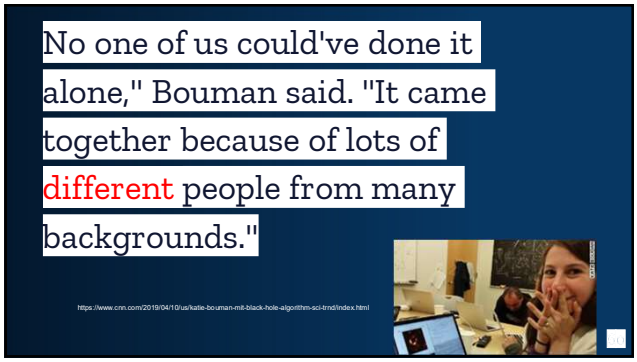
No one of us could've done it alone," Bouman said. "It came together because of lots of different people from many backgrounds."



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Thanks!
You can find me at @JulieLarkin305
jmpollard@mdanderson.org

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