

Final Committee Objectives 2024-25

Diversity, Equity, & Inclusion Committee

Chair: Ugo A. Ezenkwele, MD, FACEP

Vice Chair: Marcee Wilder, MD

Board Liaison: C. Ryan Keay, MD, FACEP

Staff Liaison: Tony Vellucci

1. Collaborate with the State Legislative/Regulatory Committee to develop recommendations addressing concerns about states limiting diversity, equity, and inclusion initiatives. (Diversity, Equity, & Inclusion is the lead committee).
2. Collaborate with the Academic Affairs Committee to develop curricular recommendations for residency and fellowship programs related to health equity and diversity, equity, and inclusion. (Diversity, Equity, & Inclusion is the lead committee).

Communications & Advocacy

3. Provide subject matter expertise to ACEP staff to amplify and integrate narratives of historically marginalized physicians and patients in ACEP's communication and outreach efforts.
4. Develop and implement an inclusive language guide as a reference tool for the College.
5. Solicit nominations for the 2025 Leon L. Haley, Jr. Award for Excellence in Diversity, Inclusion & Health Equity and recommend a recipient to the Board of Directors.
6. Collaborate with the Academic Affairs Committee in their objective to develop an evidence-based strategy and resources to promote interest in emergency medicine research among students, residents, and faculty with the goal of increasing research training, emergency medicine research fellows, and physician-scientists for women and individuals of racial and ethnic minority backgrounds. (Academic Affairs is the lead committee.)

Data Collection & Monitoring

7. Create a plan to promote diversity, equity, and inclusion in the specialty of emergency medicine and center the experiences and ideas of historically marginalized (e.g., women, LGBTQ+, people with disabilities, International Medical Graduates) and underrepresented in medicine (URiM) physicians by the current definition of the Association of American Medical Colleges.
 - Develop structures utilizing benchmarks to measure progress on this plan over time.
8. Provide subject matter expertise to staff to promote the collection of demographic information from all members, volunteers, and vendors.

Organizational Accountability & Health Equity

9. Create or select a framework to assess the work of the College (position statements, adopted resolutions, task forces) through the lens of health equity [[Amended Resolution 19\(20\) Framework to Assess the Work of the College Through the Lens of Health Equity](#)]
10. Identify benchmarks for improving racial/ethnic and gender diversity of ACEP members, committee members, councillors, council officers, and Board of Directors [[Resolution 18\(20\) ACEP Membership & Leadership](#)]

Education & Clinical Guidelines

11. Collaborative objectives with the Diversity, Inclusion, & Health Equity Section, Social Emergency Medicine Section, and other ACEP committees, sections, and chapters throughout the College.
 - a. Serve as a resource to the Academic Affairs Committee in their objective to examine the impact of racial and ethnic disparities on faculty development. (Academic Affairs is the lead committee)
 - b. Serve as a resource to the Medical-Legal Committee in their objective to develop a Policy Resource & Education Paper (PREP) as an adjunct to the "Understanding the Effects of Law Enforcement Presence in the Emergency Department." (Medical-Legal is the lead committee.)
12. Establish or support external relationships with other emergency medicine organizations to advance emergency medicine diversity, equity, and inclusion initiatives.