

ACR Diversity and Inclusion Statement

The purpose of this statement is to:

1. Facilitate communication of the ACR's principles of diversity and inclusion;
2. Lend support to the mission, policies and programs of the ACR to promote diversity and inclusion; and
3. Meet the current and expanding role of the ACR in promoting diversity and inclusion within rheumatology.

The American College of Rheumatology fully recognizes the importance of promoting diversity and inclusion within the rheumatology workforce. The ACR is committed to identifying barriers to enhancing diversity and offering policy recommendations to overcome these barriers in the future. In order to create and maintain a workforce that is responsive to the needs of patients, promotes the latest advances in research, and is sensitive to policy priorities, the ACR will continue its commitment to move beyond the traditional realms of gender, age and ethnicity to include cultural attributes that may have an effect on the quality of health care. Diversity and inclusion are critical components of success in a global context and in an ever changing world. The ACR's ability to promote effective inclusion practices is necessary to fulfill its mission.

Diversity is embedded in respect and appreciation of race, ethnicity, religion, gender, nationality, physical abilities, age, sexual orientation, behaviors and perspectives of each individual. To be inclusive is to collectively utilize the unique talents and perspectives from the diverse array of individuals that constitute the rheumatology community and its partners. Thus, the ACR believes that the number of graduates of rheumatology fellowship training and health professional programs should reflect their representation in the population and the communities in which they will serve. Recruitment, retention and graduation of practitioners from underrepresented groups are goals that are important for the health of people with rheumatic diseases. Diversity among faculty and staff at academic centers will also play a critical role in the professional development of a culturally competent workforce for the future.

To this end, the ACR is fully committed to improving the recruitment, retention, graduation promotion, and leadership development of early career rheumatologists and rheumatology health professionals, underrepresented groups and women within the ACR and will continue its work to address current and growing needs.

Approved by ACR Committee on Rheumatology Training and Workforce Issues, October 2012

Approved by ACR Board of Directors, November 2012