

AMERICAN COLLEGE of RHEUMATOLOGY

Empowering Rheumatology Professionals

“The American College of Rheumatology pledges to be a leader for inclusion and change for our members, our trainees, our staff and our patients.”

Important ACR Statement, June 3, 2020.

The American College of Rheumatology invites letters of interest from members who wish to serve on the Diversity and Inclusion Task Force to assist the ACR in fulfilling this pledge.

On June 3, in response to ongoing racial violence in the United States, the ACR issued an [Important ACR Statement](#). The statement includes the ACR’s pledge to be a leader for inclusion and change in the context of racial inequality. To begin to fulfill the pledge, the Executive Committee of the ACR Board of Directors will appoint a task force.

Task Force charge and scope

The charge of the task force is to make recommendations to the Executive Committee on measurable, actionable, short and long-term steps the ACR should take to fulfill its pledge. The task force will assess the current state of diversity, equity and inclusion among ACR members and trainees, review best practices among medical associations, and make recommendations tailored to the unique circumstances of the ACR. The Executive Committee invites recommendations that reflect leadership and creativity.

We have identified four constituencies in our pledge: members, trainees, staff and patients. Each of the named constituencies requires individualized attention. The task force will initially focus on two of the identified constituencies: members and trainees¹.

Who should consider submitting a Letter of Interest to serve on this task force?

Anyone with relevant expertise and/or interest is invited to submit a Letter of Interest for service on this new task force. The ACR seeks task force members from a cross-section of the rheumatology community, including new or longstanding ACR and ARP members, trainees, clinicians, senior and junior investigators and academicians, and those from diverse racial/ethnic backgrounds.

The Letter of Interest

A Letter of Interest should be submitted by email to the contact below by **August 7, 2020**. Please outline your current professional role and anything else you believe would be helpful for the Executive Committee to know. Consider also including the following:

- Demonstrate the reason(s) for your interest in serving on the task force.
- Describe your experience or interest in the impact of diversity and inclusion on clinical care and/or research and include relevant activities. **Limited experience will not preclude participation.**
- Describe the competencies, insights and perspectives you could contribute to the task force
- Affirm your availability to serve from August 2020 through February 2021.

- Indicate whether you have an interest in serving as chair or co-chair or providing any other form of leadership for this effort.

In addition, please provide an **updated biosketch or CV** with your letter of interest.

Contact:

Sheryl McCalla

Vice President, Strategic Initiatives

American College of Rheumatology

Please email letters to: ACRNominations@rheumatology.org

Anticipated Timeline

The work of the task force is expected to last from August 2020 through February 2021. The following milestones will be reviewed and revised once the task force determines its meeting and communication schedule and its full scope of work. Anticipated milestones are:

- August 2020: Executive Committee notifies task force members of their selection and appoints one or more chairs
- August 2020: The task force convenes (virtually). Selected members participate in a series of meetings and communications to discuss and focus the approach
- October 2020: The task force presents initial recommendations to the Executive Committee, including associated budgetary needs for each recommendation
- December 2020: The task force presents revised final recommendations to the Executive Committee, including associated budgetary needs for each recommendation
- February 2021: The task force presents a report of its activities to the ACR Board of Directors

All letters of interest will be reviewed by the Executive Committee of the ACR Board of Directors. This task force will have the full backing of the Executive Committee as well as staff support. Service on the task force is a volunteer role.

What are Diversity and Inclusion?

Diversity is representation of the multitude that comprises an organization's current and future membership, workforce and constituent base.ⁱⁱ

Inclusion is transforming culture, structures and individual actions to create an environment where the multitude can meaningfully flourish and produce. "Inclusion is the creation of an optimal environment for all to grow in..."ⁱⁱⁱ

ⁱ Simultaneously, the Executive Committee will work with the ACR Executive Vice President to ensure diversity and inclusion for our staff. To address diversity and inclusion regarding patients, the Executive Committee will work with the ACR Collaborative Initiatives (COIN) Special Committee. COIN's work includes efforts to eliminate health disparities, develop and disseminate solutions for inequities to positively impact communities, and improve the quality of patient lives. Additionally, the ACR acknowledges that a

diverse and inclusive environment for our members and within the field of rheumatology has a positive affect on our patients. As such, the ACR reaffirms its brand promise: *We are here for you so you can be there for your patients.*

ⁱⁱ Adapted from Reeves, A. (2012). *The Next IQ: The Next Level of Intelligence for 21st Century Leaders*. US: American Bar Association

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