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CARDIOLOGY

# Diversity and Inclusion: What is the ACC Doing?

## ***Top 10 ACC D&I 2018 Accomplishments***

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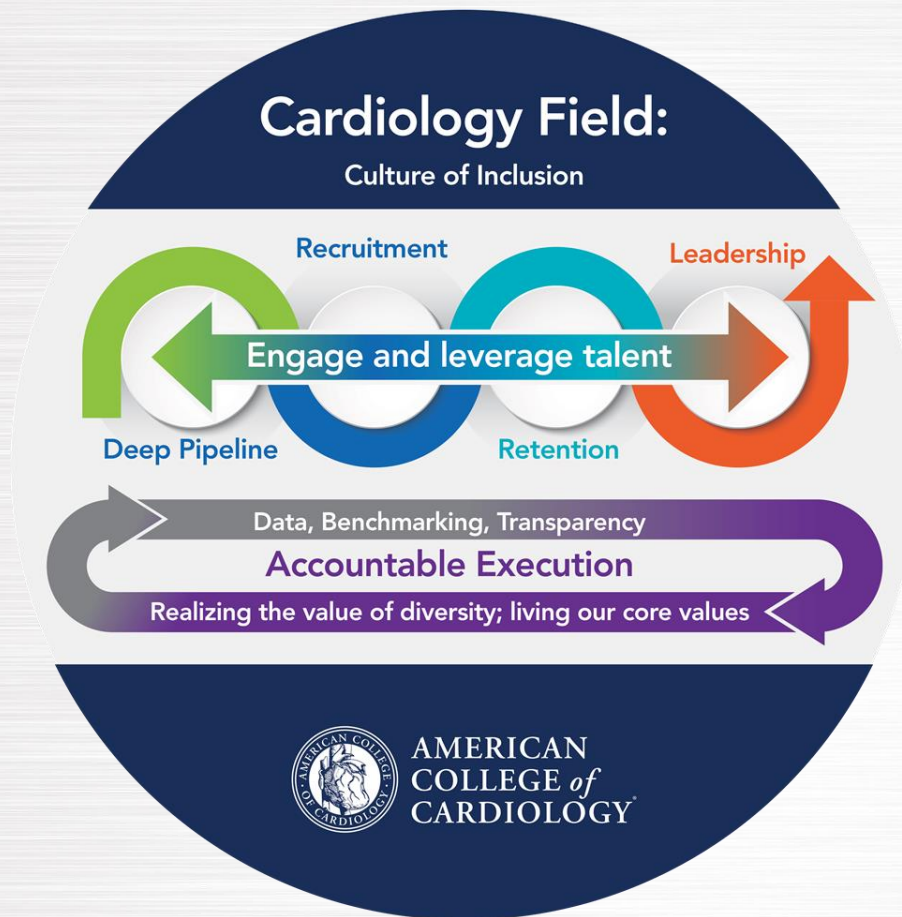
*Past President, American College of Cardiology*

*Past President, American Society of Echocardiography*

ACC'S DIVERSITY AND INCLUSION INITIATIVE



**Diversity and inclusion** are essential to the successful realization of ACC's mission, values, patient health, and strategic business goals as a profession and as a professional society.





# #1: Build a Strong Foundation for Diversity and Inclusion in Cardiology

- ACC D&I efforts are built on a strong foundation
  - ✓ Leadership commitment
  - ✓ Data gathering, analysis and dissemination
  - ✓ Detailed and ambitious D&I strategic plan
  - ✓ Building consensus
  - ✓ Operational excellence
  - ✓ Ongoing dialog with BOT and ACC leaders
  - ✓ Focus on inclusion
  - ✓ Recognition of importance of differing perspectives



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# #2: Embed D&I in the Fabric of ACC

- ACC D&I efforts are embedded in the fabric of ACC
  - ✓ 2019-2023 Strategic Plan
  - ✓ Overall ACC D&I Principles
  - ✓ Nominating committee leadership competencies
  - ✓ Evidence based search practices
  - ✓ New senior staff position



**3. ACC Leadership Diversity**

**Definition:** ACC Leadership should reflect diversity of membership; Senior leadership roles include the following

- ACC Board of Trustees
- Annual Scientific Session Planning Committee
- Editorial Board members of six JACC journals (i.e. the top 10-20 individuals per journal)
- Other live meeting planning committees
- Committee and Section Chairs
- ACC Governors (domestic and international)
- NCDB or Accreditation Board

**Methodology:** Data cycles are variable leading to inconsistencies of measurement (i.e., JACC not consistent with committee appointments, program committees are aligned to date of educational course, etc.)

**Baseline & Target Recommendation:**

Race / Ethnic Minorities in ACC Leadership			Women in ACC Leadership		
Race / Ethnicity	Baseline Status %	Target for Next 4 Years	Gender	Baseline Status %	Target for Next 4 Years
Black/African American	3.3	Relative increase of 10% per year	No Data	19.4	Relative increase of 10% per year
Hispanic/Latin	1.8	Relative increase of 10% per year	Female	19.4	Relative increase of 10% per year
Caucasian	38.0		Male	72.3	
Asian*	5.2				
ALL Other*	1.5				
No Data	48.2				

\* American Indian/Alaskan (0.3%), Native Hawaiian/Other Pacific Islander (0.3%), Other (1.2%)

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**ACC DIVERSITY and INCLUSION PRINCIPLES**

The American College of Cardiology Diversity and Inclusion Principles, approved at the College's January 2019 Board of Trustees meeting, are intended to guide the actions of ACC as an organization to better fulfill our Mission to transform cardiovascular care and improve heart health. This will be achieved by embracing individual and cultural diversity among both our members and the patients we serve. Whenever possible, we will improve the culture of our organization and profession by being more welcoming and inclusive, ensuring access to and opportunity for collaboration and leadership for all of our members and by advancing health equity. The following Principles establish a clear direction and guidance for our organization:

1. ACC will provide inclusive, effective, equitable, and respectful operations and services that are welcoming and responsive to all persons of diverse backgrounds, experience, ideas, and perspectives.
2. ACC recognizes that our Mission is dependent on advancing and sustaining organizational governance and leadership. This will be achieved by policy, practices, and allocated resources towards becoming a fully inclusive organization for members, by developing the next generation and by driving health equity.
3. ACC will establish appropriate goals, policies, and management accountability for diversity and inclusion and infuse them throughout the College's planning and operations.
  - a. Conduct regular, ongoing assessments of the College's diversity- and inclusion-related activities and integrate appropriate, benchmarked metrics into measurement and continuous quality improvement activities.
  - b. Collect, maintain and disseminate accurate and reliable demographic data to monitor and evaluate the impact of diversity and inclusion principles on membership, and to inform delivery of all ACC services and activities. If possible, the impact on health equity outcomes should be measured.
  - c. Conduct regular assessments of ACC assets and member needs and use the results to plan and implement programs and services that respond to the diversity of populations we serve.
4. ACC will ensure inclusiveness and cultural appropriateness of its policies, practices, and services by partnering with the broader community for design, implementation, and evaluation.
5. ACC will create conflict and grievance resolution processes that are robust and appropriate to a professional society to identify, prevent, and resolve conflicts or complaints, particularly those around harassment, bias and discrimination.
6. ACC will regularly communicate the College's progress in implementing and sustaining diversity and inclusion to all stakeholders, constituents, and the general public.

# #3: Change the Culture

- ACC D&I efforts are changing the ACC culture
  - ✓ Robust and frequent member communications
  - ✓ BOG: Year of the Woman
  - ✓ Every Committee, Section and Chapter
    - State of the State Reports (All but 1 Chapter!)
      - Member engagement (FIT n=13; WIC 21; CVT 11)
      - Diversity activities (8); Work groups (4); Deep pipeline (17)
      - Interventional council: Health disparities research
    - Committee Reports to BOT (22 of 35 active!)
      - Diversity of thought/execution (11); Pipeline/WIC (6)





# #4: Identify and Address Systems Barriers

- Identify barriers
  - ✓ Internal medicine residents' view of cardiology
  - ✓ Limited opportunity for women in intervention
- Find solutions
  - ✓ Workforce policy documents for 2019 release
    - Compensation and Opportunity Equity
    - Flexible Careers



JAMA Cardiology | Original Investigation

Career Preferences and Perceptions of Cardiology  
Among US Internal Medicine Trainees  
Factors Influencing Cardiology Career Choice

Pamela S. Douglas, MD; Anne K. Rzeszut, MA; C. Noel Bailety Merz, MD; Claire S. Duvernoy, MD;  
Sandra J. Lewis, MD; Mary Norine Walsh, MD; Linda Gilliam, MD, MPH; for the American College of Cardiology Task  
Force on Diversity and Inclusion and American College of Cardiology Women in Cardiology Council

Sex Differences in the Pursuit of  
Interventional Cardiology as a  
Subspecialty Among Cardiovascular  
Fellows-in-Training



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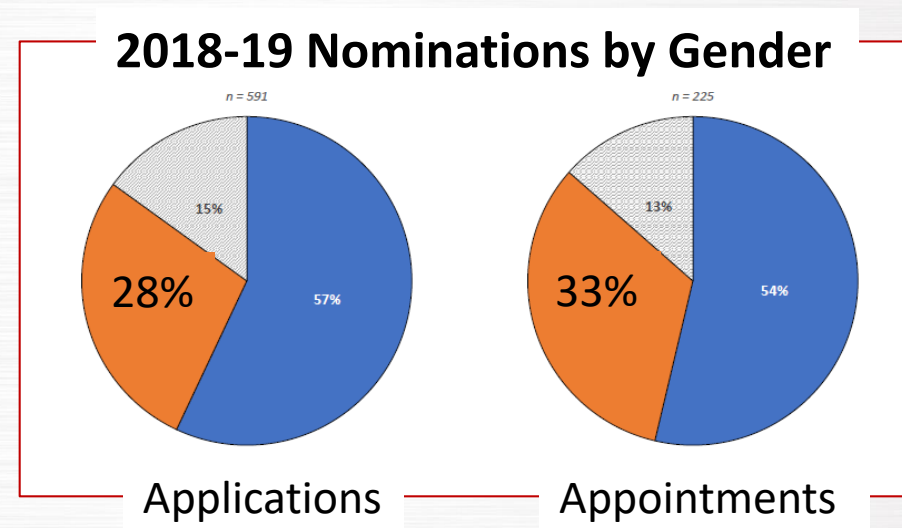
# #5: Expand the Deep Pipeline

- Goal: Increasing interest in cardiology careers in high school and beyond
  - ✓ BOG Chapter activities
  - ✓ New Medical Student ACC membership category
  - ✓ Young Scholars @ ACC.19 (ACC Louisiana Chapter & Academic Section)
  - ✓ Student outreach activities with local community organizations, including the Posse Foundation
  - ✓ ACC Chapter-Section grants dedicated to pipeline development



# #6: The #FaceOfCardiology is Changing

- ACC leadership opportunities are diversifying
  - ✓ 35% of ACC.19 faculty are women (vs 25% in 2018)
  - ✓ Nominations: 28% applicants and 33% appointments are women (includes CVT members)
  - ✓ **TWO** new JACC Editors-in-Chief
    - Bonnie Ky: CardioOncology
    - Julia Grapsa: CaseReports
  - ✓ Little data on URM's
    - New procedures pending





# #7: ACC D&I is Developing New Leaders

- ✓ Leadership Forum and CV Summit 2019
- ✓ Clinical Trials Research: Upping Your Game:
  - A Boot Camp for women cardiologists
  - May 6-7, 2019
- ✓ In partnership with Member Leadership Development
  - ACC-branded Implicit Bias learning module in process
  - Plan for joint program with ABC



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Bristol-Myers Squibb

# #8: Celebrate ACC D&I Successes

- D&I has many successes to celebrate
  - ✓ Award for D&I Communications
  - ✓ JACC Leadership pages: Sept. 2018, Jan. 2019
  - ✓ **TWO** new D&I Leadership Awards
    - ACC Distinguished D&I Leadership Award: Richard Allen Williams, MD, FACC
    - BOG Chapter Award: TBA



## LEADERSHIP PAGE



### Improving Diversity and Inclusion in Cardiology at the State Level

Pamela S. Douglas, MD, MACC, *Chair, ACC Task Force on Diversity and Inclusion*  
Andrew Miller, MD, FACC, *Chair, Board of Governors*  
Akshay Khandelwal, MD, FACC, *Chair-Elect, Board of Governors*



## LEADERSHIP PAGE



### Fostering New Leaders and Advancing Diversity and Inclusion Are Key to Achieving ACC Vision



# #9: Clear Directions for 2019

- Major initiatives planned for 2019:
  - ✓ Better identification of member demographics
  - ✓ Continue data collection, analysis dissemination
    - ✓ Demographics (with AAMC/ABIM); Burnout
  - ✓ Benchmarking and metrics for D&I TF and for ACC Strategic Plan
  - ✓ Increase reach of Deep Pipeline Activities
  - ✓ Engage fellowship Program Directors
  - ✓ Partnership with new Membership Work Group on Workforce Well-Being



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# #10: Stay Connected with Members

- ACC Diversity and Inclusion Initiative is:
  - ✓ Mission driven: **To transform cardiovascular care and improve heart health**
  - ✓ Makes us a stronger organization and profession
  - ✓ Attracts more talent into our workforce
  - ✓ Builds stronger leaders
  - ✓ Member driven
  - ✓ Helps our patients



# Cardiology Field:

Culture of Inclusion

Recruitment

Leadership

Engage and leverage talent

Deep Pipeline

Retention

Data, Benchmarking, Transparency

Accountable Execution

Realizing the value of diversity; living our core values



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