Diversity and Inclusion: What is the ACC Doing?

Top 10 ACC D&I 2018 Accomplishments

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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
#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: 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
#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 URMs
  - New procedures pending

![2018-19 Nominations by Gender](chart)
#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
#8: Celebrate ACC D&I Successes

- D&I has many successes to celebrate
  - Award for D&I Communications
  - **TWO** new D&I Leadership Awards
    - ACC Distinguished D&I Leadership Award: Richard Allen Williams, MD, FACC
    - BOG Chapter Award: TBA
#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
#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
Retention
Deep Pipeline
Data, Benchmarking, Transparency
Accountable Execution
Realizing the value of diversity; living our core values

AMERICAN COLLEGE OF CARDIOLOGY