

# KY-ACC 2023



# Under-represented in Medicine (URM) or Cardiology (URC):

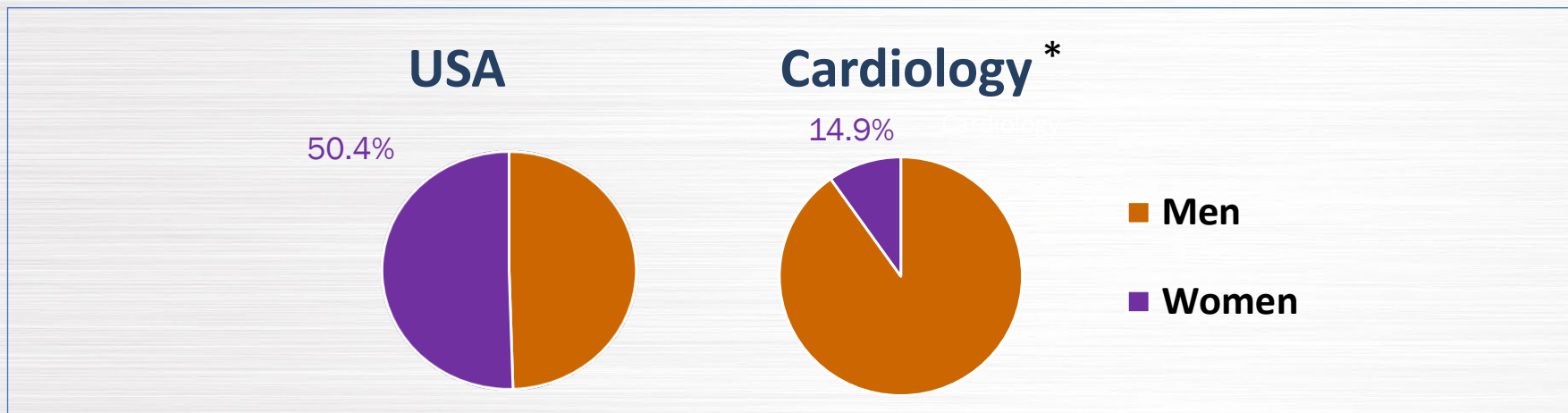
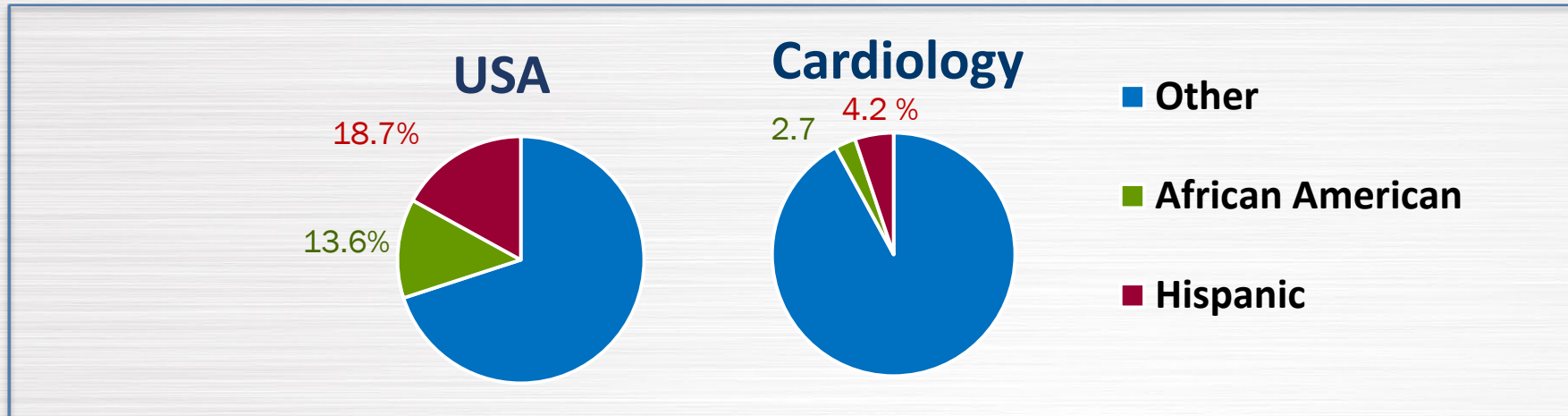
The American Association of Medical Colleges' (AAMC) definition of diversity is **broad**. They define students underrepresented in medicine as “those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population.”

[Acc.org/diversity](https://acc.org/diversity)



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In comparison to the U.S. population, adult cardiology is **less** diverse.



\*Current Demographic Status of Cardiologists in the United States, JAMA Cardiol. 2019 Oct 1;4 (10): 1029-1033.

# KY-ACC 2023

ACC defines the Under-represented Cardiologist (URC) in the US even more broadly, as ‘a significantly lower proportion of members and/or leaders, relative to the U.S. population and/or relative to the available source population (including parent specialty/residency program).’



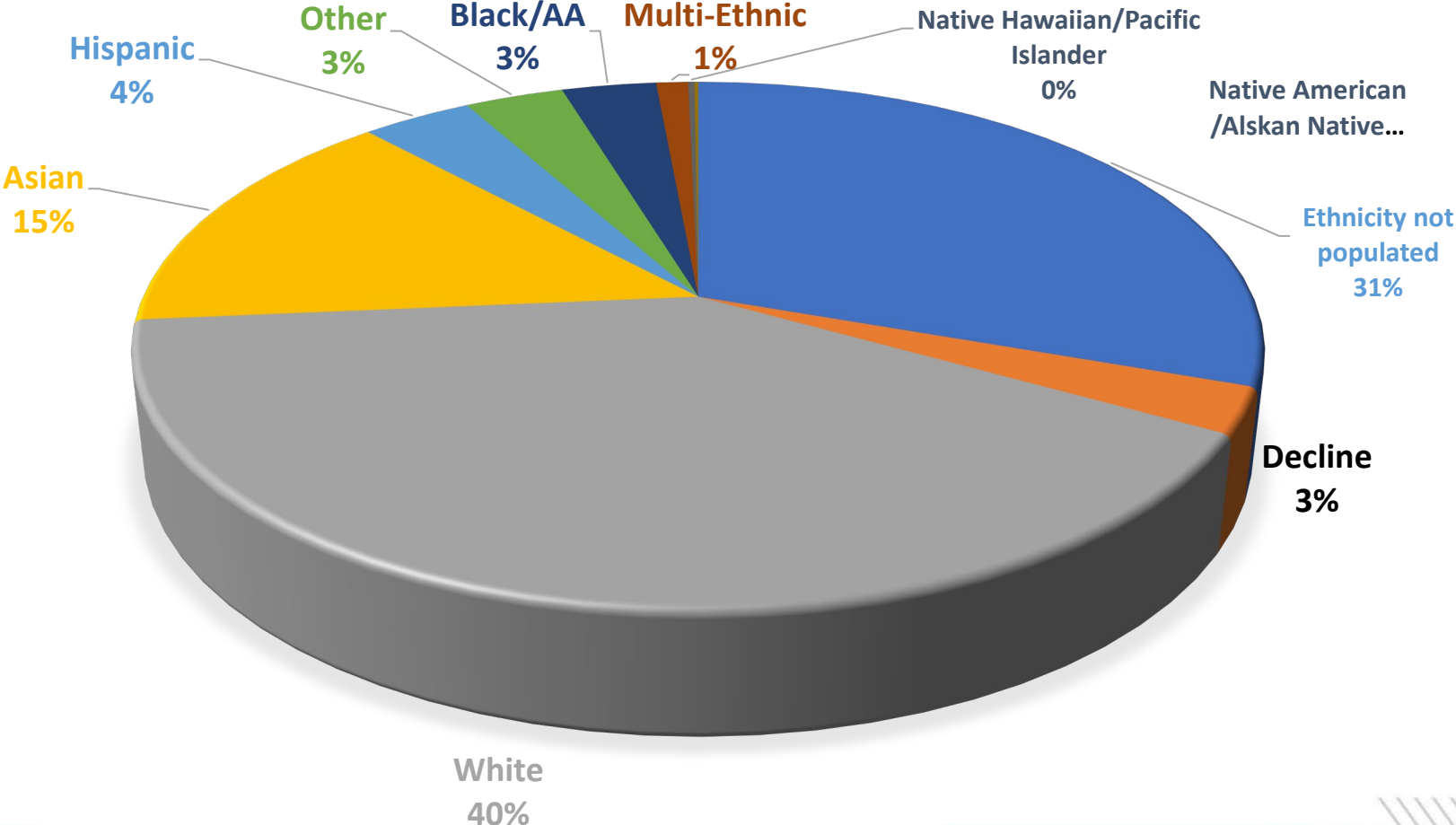
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# ACC US Membership Race/Ethnicity Self-Reported – February 2023

Based on 69% of US membership self-reporting (declines recognized as self-reporting)

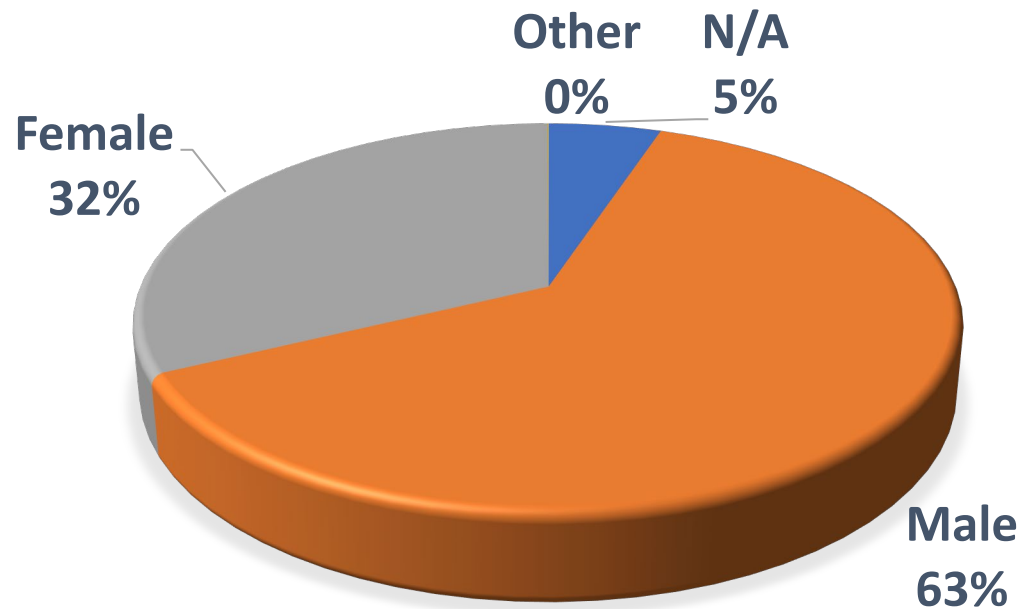
*Inclusive of all US members:*

- Affiliate Members
- CV Administrators
- CV Team members
- FACCs
- Fellows-in-Training
- Medical Residents
- Medical Students

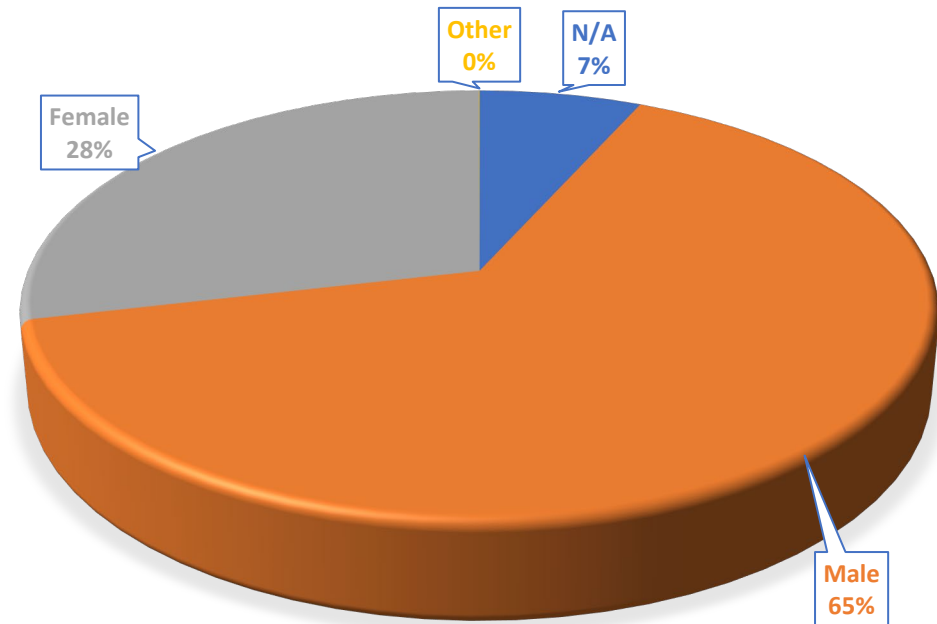


# ACC Membership Gender Self-Reported – February 2023

## US Membership



## Entire Membership



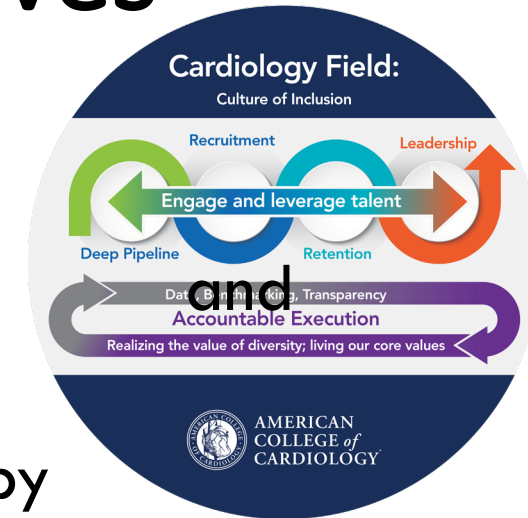
# Why D&I is an Important Goal for ACC

- Excellence and mission require richness of perspective and talent
- Systematic or structural inequities exist which configure opportunity and assign worth based on certain characteristics (skin color, gender, etc.)
- These inequities unfairly advantage some individuals and communities and unfairly disadvantage others
- These inequities are present in our cardiology culture, institutions and norms as well as interpersonal interactions, and weaken our entire community
- They are amenable to modification and dismantling



# ACC Diversity and Inclusion Objectives

- To enhance the culture within the cardiology profession and the perceptions of the field to be inclusive, professional, equitable welcoming.
- To realize and sustain the value of diversity over the long-term by implementing structures and continuous improvement programs within the ACC to ensure accountable execution.
- To engage and leverage all available talent by attracting and providing value to under-represented groups in cardiology (URCs) across the ‘career life-span’, from ensuring a deep pipeline, to recruitment, retention and leadership development.





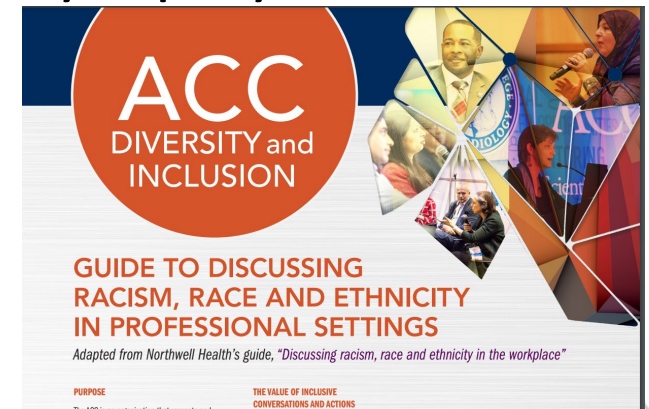
# Enhancing the Culture

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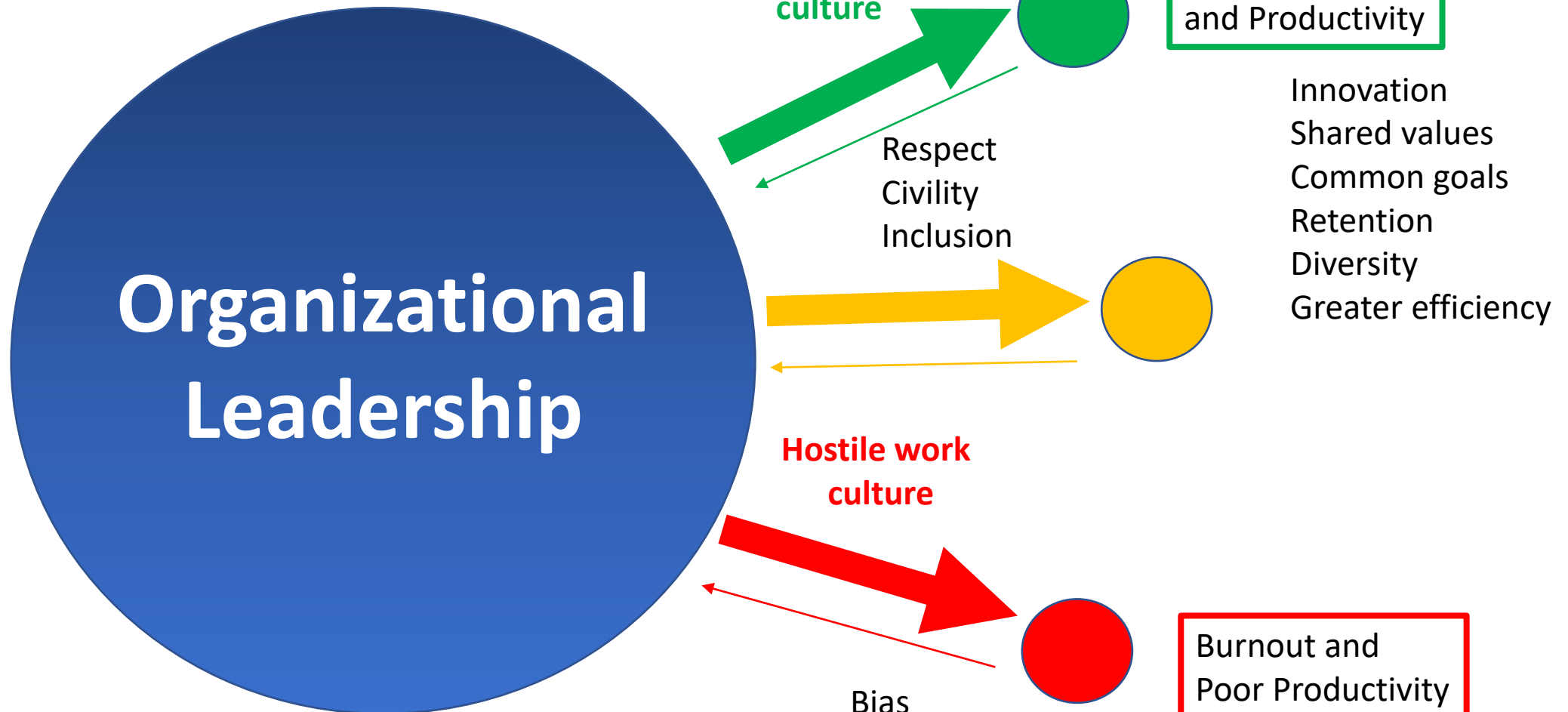


# Culture and Climate

- ACC Health Policy Statement on Building Respect, Civility and Inclusion – [www.acc.org/respect](http://www.acc.org/respect) (published 2022)
  - Resources include:
    - How to be an Ally and Upstander
    - Sample Anti-Harassment and Bullying Institutional Policies
    - Bias Interrupters
    - Potential Strategies for Those Who Witness or Experience Uncivil Behavior
- Health Policy Statement on Compensation and Opportunity Equity (published 2019)
- Diversity & Inclusion webinar series
- Implicit Bias Mitigation Workshop Series
- Anti-Racism Guide/Toolkit



# How Does Work Culture Influence Individuals?



# ACC Diversity, Equity and Inclusion Webinars



## ACC Educational Live Events

- [Webinar | Understanding and Recognizing Microaggressions in the LGBTQ+ Community](#)
- [Webinar | Building Civility, Respect and Inclusion in the Cardiology Workforce: Individual and Institutional Strategies](#)
- [Webinar | ACC Health Equity Series: Dispelling Disparity - Achieving Health Equity For Those of South Asian Ancestry](#)
- [Webinar | Gender Microaggressions: Health Consequences and Strategies to Improve Outcomes](#)
- [ACC.23/WCC - March 4 - 6, 2023](#)
- [CV Summit - February 16 - 18, 2023](#)
- [Coffee With the ACC President - Watch past conversations on health equity, health policy, advocacy, and more!](#)
- [Webinar | Racial Microaggressions: Health Consequences and Strategies to Improve Outcomes](#)
- [Webinar | Indigenizing Healthcare](#)
- [Webinar | Native American CV Care: Disparities in Health Equity, Access & More](#)
- [Webinar | Race & Medicine](#)
- [Webinar | Adult Congenital and Pediatric Cardiology Virtual Career Day](#)
- [Webinar | Addressing Sexual Harassment in Cardiology: Starting the Conversation](#)
- [Webinar | Diversity & Equity Among the LGBTQ+ Population: Where Do We Stand in the Cardiovascular Community?](#)
- [Webinar | Addressing Determinants of Health to Improve Outcomes in Cardiovascular Disease: A Focus on Minority Health](#)
- [Webinar | Women in Leadership: Addressing Challenges and Strategies for Success](#)
- [Webinar | Tools and Best Practices for Enhancing Diversity in Cardiology Training Programs](#)
- [Webinar | Why Diversity?](#)
- [Webinar | Implicit Bias](#)
- [Webinar | Breaking through Imposter Syndrome and Perfectionism Complex](#)
- [Webinar | Closing the Gender Gap in Cardiology: Reproducible Programs for Recruiting Women into Cardiology Careers](#)



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# Implicit Bias Mitigation Workshop Series

- 90 minute workshops offered to attendees of ACC's 2022 Leadership Forum
- Shorter implicit bias education offerings shared with ACC's Nominating Committee



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# Implementation Strategy

Goal to train 2,000 ACC Member Leaders by 2024

BOT, Nominating Committee

Incorporated into 2022 Leadership Forum Curriculum

- 10 Virtual Workshops held (March – July 2022)
- Over 150 Member Leaders participated (Leadership Academy participants, Governors, Committee Chairs, and Assembly of International Governors)

# Implementing Structures and Continuous Improvement Programs



# Permanent Structures

- ACC Chief Diversity, Equity & Inclusion Officer
- Annual metrics in diversity leadership and leadership pipeline
- Diversity and Inclusion Principles
- Diversity & Inclusion identified as a major operating committee in ACC
- ACC Distinguished Award: Pamela S. Douglas Diversity and Inclusion Leadership

# Engage and Leverage all Available Talent across Career Lifespan



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# Workforce Diversity

## Exposure to Cardiology and Medicine

- Young Scholars Program – primary audience, junior/senior in HS, first year, sophomore in college
- Internal Medicine Resident program – cohorts in women, African American, Hispanic and \*new\* cohorts in LGBTQ+
- ACC Medical Student membership – intentional outreach to HBCUs, student medical associations for Hispanic, African Americans, Native Americans/Indigenous Peoples
- Multiple chapter programs, including #ILookLikeACardiologist
- Two surveys to internal medicine residents – perceptions and attitudes about cardiology (JAMA 2019 and pending publication, JAMA, 2022)



# ACC Young Scholars Program

- **Launched** in 2019 as a Chapter/Section Grant -first program led by ACC Louisiana Chapter and ACC's Academic Section
- **Audience:** High School juniors/seniors and College first year/sophomores
- **Goal:** expose late HS and early college students to careers in Cardiology - through a year long curriculum via webinars, virtual discussions, and mentorship
  - Students paired with FACC
  - Research project
  - Present abstract at ACC.XX
- **Current Status** 5 cohorts and 530 Scholars







## ACC 2023 INTERNAL MEDICINE CARDIOLOGY PROGRAMS



**Quick Links:** [Statement of Need](#) • [Target Audience](#) • [Objectives](#) • [Steering Work Group \(WG\)](#) • [Program Format and Highlights](#)

ACC is dedicated to creating a strong, diverse and inclusive pipeline of future cardiovascular physicians and scientists. ACC's Internal Medicine Cardiology Programs are designed to introduce participants to a career in cardiology by connecting them with the mentors, peer network and resources they need to understand career opportunities in the field of cardiology.

### New in 2023!

ACC is proud to announce the inaugural LGBTQ+ Internal Medicine Cardiology cohort beginning in 2023.

ACC is continuously working to expand our reach and further diversify the field of cardiology while simultaneously creating an environment of belonging for all. Built on the foundation established by ACC's D&I Committee LGBTQ+ Work Group, ACC is prepared to meet the needs of this community of clinicians.

We hope to nurture and support those of the LGBTQ+ community who aspire to become cardiologists of the future. We have a dedicated ACC LGBTQ+ Work Group that has emphasized the need to build an inclusive and supportive environment for all. We understand the reservations around discussing LGBTQ+ issues in Medicine, although we hope to build your confidence in being who you are as a future cardiologist! Please come join us!!!



**ACC 2023 INTERNAL MEDICINE  
CARDIOLOGY PROGRAMS**

- ✓ African American/Black
- ✓ Women
- ✓ Hispanic/Latinx
- ✓ NEW! LGBTQ+

# Leadership Diversity

## Leadership Development

Clinical Trials Research – program aimed at diversifying the clinical trial workforce

- Established in 2019
- More than 100 women participated in program
- Highest rate of URIM participants in ACC leadership development program



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Clinical Trials Research:  
Upping Your Game  
Program  
November 2022



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