



AMERICAN ACADEMY OF
HOSPICE AND PALLIATIVE MEDICINE

**AAHPM Diversity, Equity & Inclusion
Strategic Plan 2023 -2024**

Approved by the AAHPM Board of Directors December 8, 2023

Year One Goals and Objectives

Domain 1: Inclusion and Action.

Goal: Move the needle forward with action and courage, ensuring AAHPM is a leader in DEI.

- A. Goal: Implement a DEI philosophy across the board that can then be applied to key things that AAHPM does (assembly, programming, publication, etc.) to make DEI more foundational rather than an add on.
 - 1. Reorganize/centralize all the DEI work that AAHPM is doing to be reviewed by the DEI Committee to streamline and avoid duplicate efforts.
 - 2. Review and provide recommendations to the board regarding the AAHPM Code of Ethics, bylaws, membership forms, and assembly registration form with a DEI lens.
 - 3. Solicit from each affinity group the one goal that they wish to achieve in the upcoming year, measure success/progress each year at Annual Assembly and/or authorize them to bring recommendations to the DEI Committee for DEI improvements. (Avoid duplicate work)
- B. Goal: Seek out voices and input to ensure AAHPM is welcoming, inclusive, and equitable for all members.
 - 1. Conduct a survey or focus group in approx. six (6) months to ask if those groups who scored lowest on the inclusion survey with Exeter have had any changes in their level of comfort and overall experiences with AAHPM.
 - 2. Host a DEIB reception at each Assembly as a way to connect, educate, recruit, and to maintain momentum/interest.
- C. Goal: Provide opportunities for learning and development of DEI issues.
 - 1. Have an annual board discussion to evaluate the board's progress on DEI related goals and achievements to ensure accountability.
 - 2. Explicitly identify DEI learning initiatives in the LEARN platform (home of all things AAHPM education) to measure the use and look at evals too.
 - 3. Provide access to the Equity Matters training videos from ACGME/CMSS to the extent possible, for leaders, staff, members of the LDC, and all members.
 - 4. Measure how many AAHPM members utilize the Equity Matters training videos, using the tracking on link usage from the website.

Domain 2: Representation.

Goal: Attract, develop, and sustain a robust and diverse workforce—including clinicians, educators, researchers and innovators—in order to expand access to high-quality hospice and palliative care.

- A. Goal: Create a workforce that reflects the diverse patients we serve.
 - 1. Form collaborations with HBCU and HSI medical schools. (Next Gen Scholars)
- B. Goal: Recruit and engage volunteers and leaders who reflect the changing demographics of patients and their families in our global society.
 - 1. Make the criteria clear for a committee member/comt chair/SIG leaders/SIGs. Clearly indicate desired skills, experience needed, tenure (when applicable), etc., to ensure the process is as transparent as possible.
 - 2. Student/Resident Engagement work group will collaborate with leadership development committee to champion opportunities for all levels of engagement in the Academy.
 - 3. Reach out to member affinity groups to recruit leaders to apply for the AAHPM board.
 - 4. Reach out to member students and trainees to recruit them for committees, task forces, ASCEND, and other AAHPM programs.
 - 5. Reach out to member affinity groups and others to recruit them for committees, task forces, ASCEND, and other AAHPM programs.
 - 6. Implement the bylaws changes from the Governance Study to reduce bias in elections/nominations.
 - 7. Reach out to the affinity groups to let them know what we are doing and see if there are individuals that are interested in participating in the work.

Domain 3: Resources, Accessibility, and Communication.

Goal: Ensure everything the association does is considered through a lens of equity and access.

- A. Goal: Ensure AAHPM programs and events are fully inclusive and accessible to all.
 - 1. Specific questions on participant evaluations regarding inclusivity and accessibility. Virtual vs in-person events. Cost prohibiting members to attend events.
- B. Goal: Communicate to members about DEI to provide tools and resources.
 - 1. Update the DEI resource page on the website, with DEI resources as well as information about current and upcoming DEI initiatives and programs including programs for students, collaboration with residency programs, and collaboration with medical schools. It should also include links to DEI related research. Ensure we're removing info as it becomes out of date.
- C. Goal: Communicate to members about DEI strategies and progress to ensure transparency.
 - 1. Ensure new member materials contain information about AAHPM's DEI strategies to ensure that a tone of inclusivity is set with all new members.
 - 2. Leaders will communicate the updated DEI plan to the members and stakeholders to ensure transparency. Including an article for the Quarterly.
 - 3. Ensure accountability for DEI initiatives and standards by reporting on progress of the DEI strategic action plan to the board on a quarterly basis.

4. Ensure accountability for DEI initiatives and standards by reporting on progress of the DEI strategic action plan to members every six months informally (through newsletter, website, social media, or member videos).
5. Share with the members why we're collecting more demographic info.
6. Regularly share AAHPM DEI initiatives and accomplishments on the website and social media platforms with members/public.

Domain 4: Equitable Access to Care.

Goal: Support efforts to improve equitable access to care for all patients.

- A. Goal: Focus social justice and health equity work on hospice and palliative care including access to gender affirming care, access challenged/hard to reach populations.
 1. Focus on DEI internal attention over social justice/external issues at this time. Pause position papers on social justice issues for the time being.
- B. Goal: Disseminate research, resources, and training to support practitioners in advancing equitable care.
 1. Connect the latest research findings on health equity issues within hospice and palliative care to clinicians.
- C. Goal: Advocate for issues which advance health equity and access to care.
 1. Advocate for health policy that recognizes and supports the needs of the diverse population of patients with serious illness, their caregivers, and the health professionals who care for them, including the unique role of hospice and palliative medicine physicians.
 2. Promote and sustain integration of high-quality palliative and hospice care in current and evolving payment and delivery models across all communities and care settings.