

AUGS Diversity and Inclusion Position Statement

Background- The oppression of Indigenous tribes in the Americas and the enslavement of African people are the foundations of structural racism woven into the fabric of our nation. In addition, there has been deeply rooted and widespread injustice toward other communities, including but not limited to immigrants, LGBTQ+ people, disabled individuals, and those who have endured religious persecution. These groups suffer profound health care inequities due to this systemic discrimination. We strive to educate ourselves, identify our biases, create platforms for open dialogue, cultivate a more inclusive community, promote advancement of minorities and other marginalized groups, and eliminate inequities.

We acknowledge and understand that:

- race is a social and political construct with no basis in biology, and we must treat racism and discrimination as evidence-based risk factors for poor health outcomes.
- AUGS recognizes that structural racism exists, and that bias has permeated our organization, which has negatively impacted our members.
- we must actively work to correct systemic injustices, such as medical racism, and accept responsibility to eliminate their detrimental effects on our patients of color and other marginalized communities.

In this context, AUGS commits to developing a more just, equitable community that represents and celebrates all members and the patients we serve. The following outlines an action plan to ensure that diversity, equity, and inclusion efforts are integral to all activities sponsored by the society.

Vision - AUGS values and embraces diversity, equity, inclusion, and social justice for our members and the patients we serve.

We recognize that our commitment to these values requires continuous and intentional engagement, learning, and action.

AUGS commits to:

1. Creating an environment and experience for its members in which
 - diverse voices are sought, heard, and included.
 - it is safe to express ideas and foster discussion.
 - all participants feel represented by leadership and the organization as a whole.
2. Maintaining a leadership that is
 - intentionally diverse and inclusive.
 - transparent and accountable to the membership.
3. Promoting equity in the care of our patients by
 - recognizing and denouncing historical oppression.
 - seeking to understand and respond to their diverse experiences.
 - identifying and working against structural racism and other systemic discrimination that leads to disparate health outcomes.