

Results of IDE Survey to General Membership Q2 2022



Background

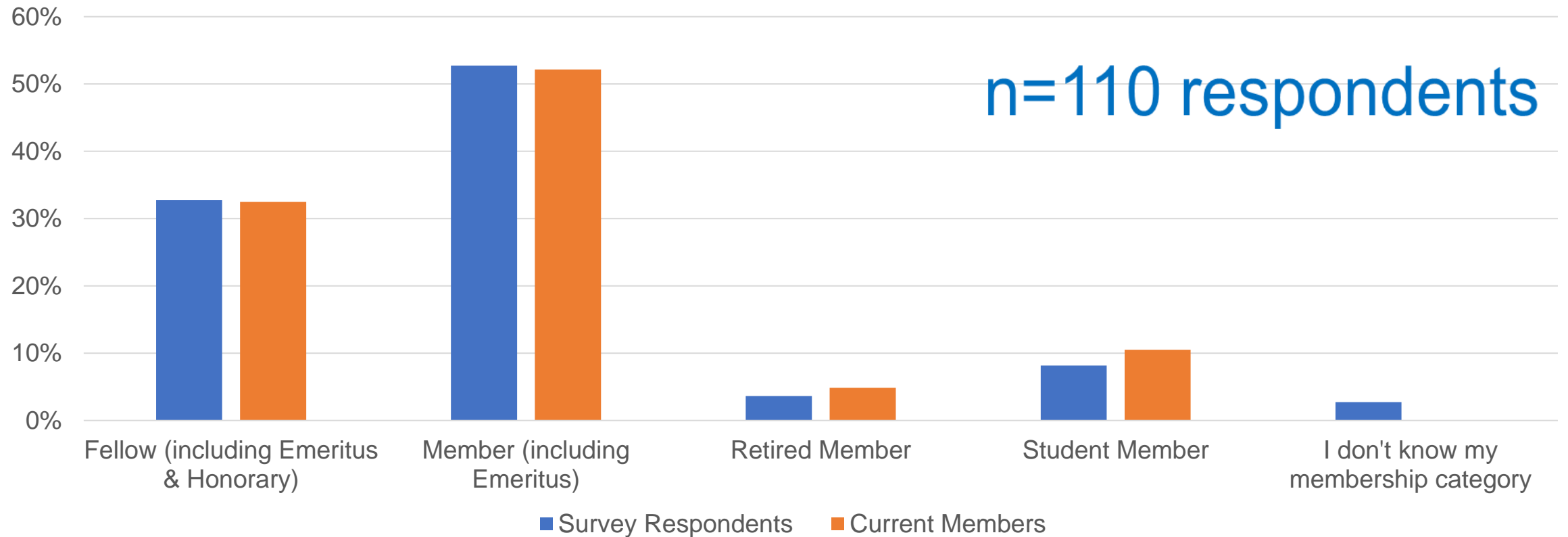
- In Q4 of 2021, the pilot IDE Survey was sent to ACCP Leadership and Committee members
- In Q2 of 2022, the revised (including feedback on the pilot version) IDE survey was sent to the general membership, excluding recipients of the pilot survey
- 18.7% of the general membership completed the survey, which is representative of ACCP general membership for participation in similar surveys
- The Likert scale of “*Strongly Disagree, Disagree, Neutral, Agree, and Strongly Agree*” was used for majority of questions. In the summary of the results answers “*Strongly Disagree & Disagree*” are combined into “*Disagree*” and answers “*Agree & Strongly Agree*” are combined into “*Agree*”
- Questions using the Likert scale include average scores for each question

Survey Domains

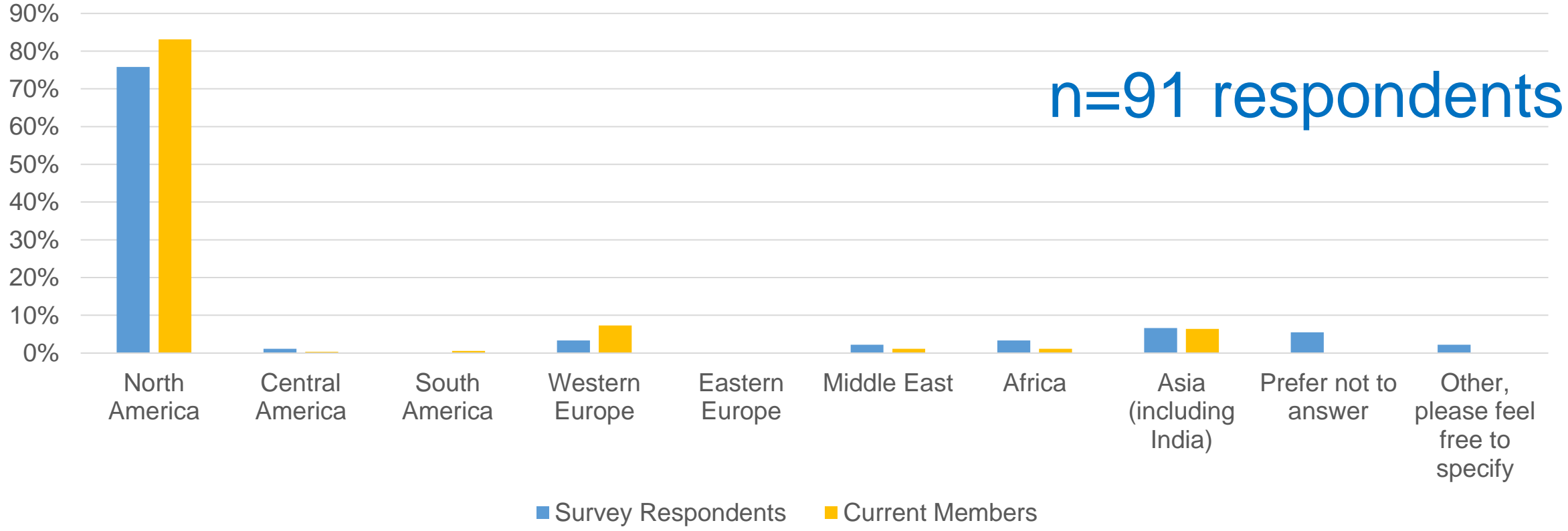
- ACCP Membership
- Diversity
- Inclusion
- Equity
- Barriers & Maximizing Opportunities
- Racial Justice
- Experience in ACCP
- Opportunities for Improvement
- Demographics
- Final Comments

ACCP Membership & Demographic Characteristics

Representation of the Survey Respondents & ACCP Members per Category

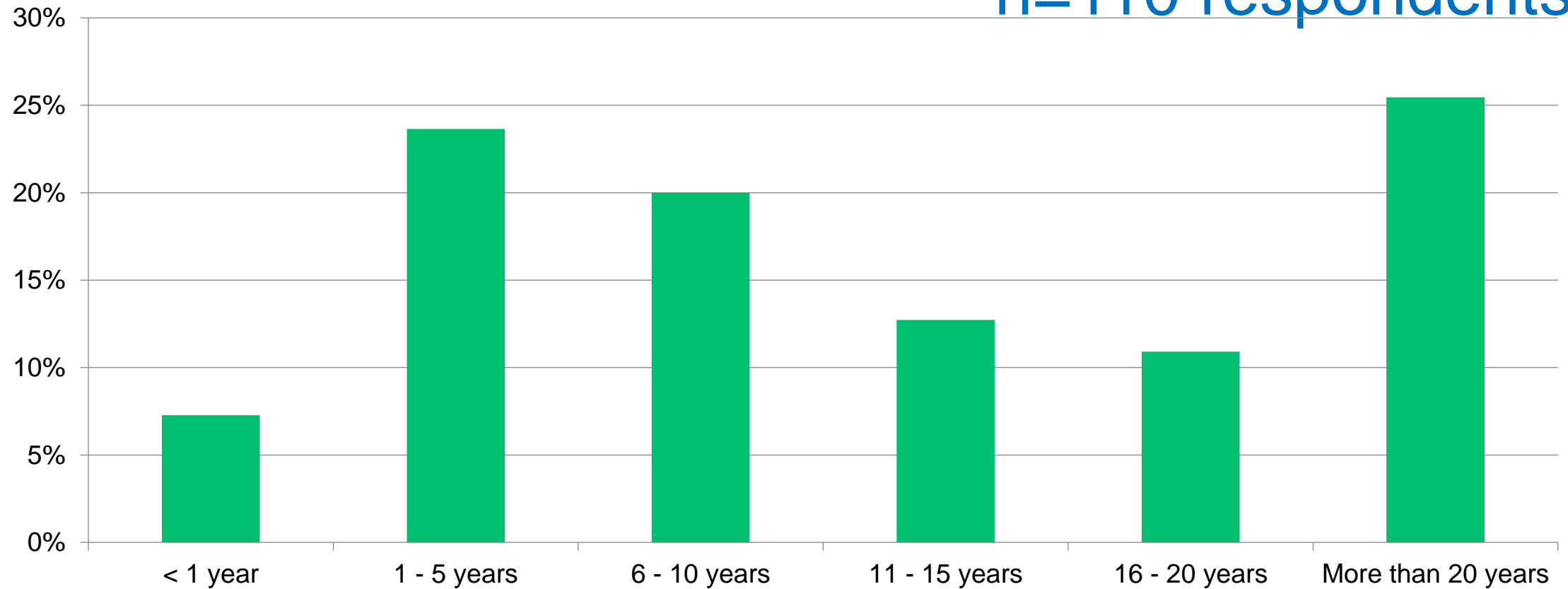


Representation of Respondents & ACCP Member by Geographical Region

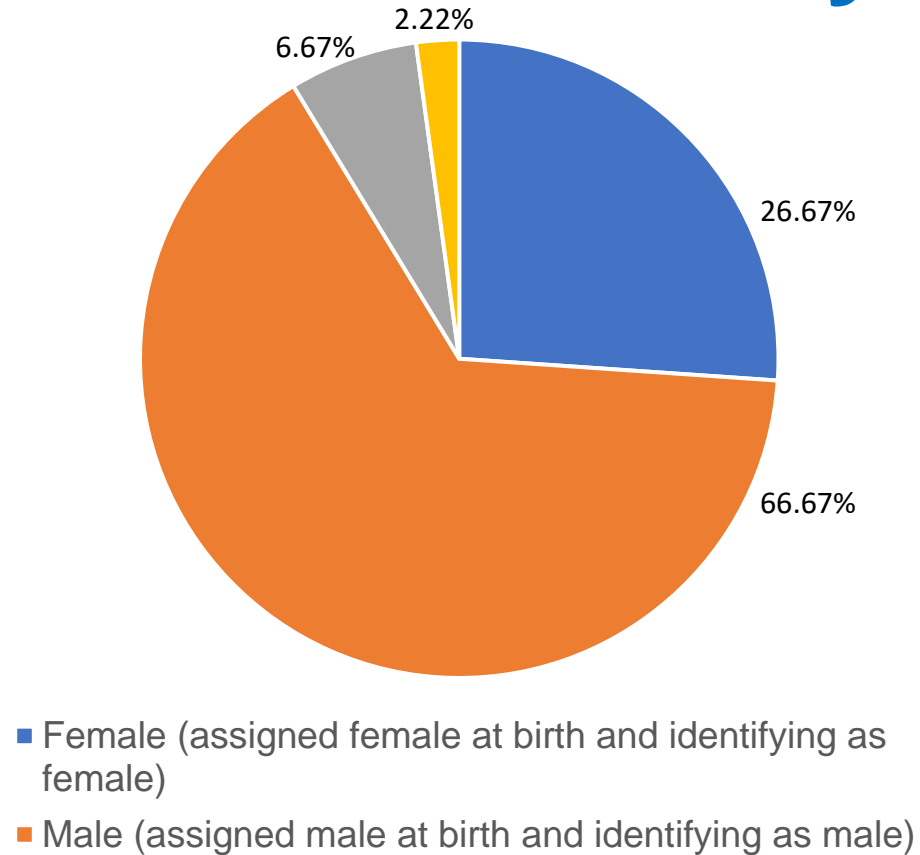


Number of Years of ACCP Membership

n=110 respondents

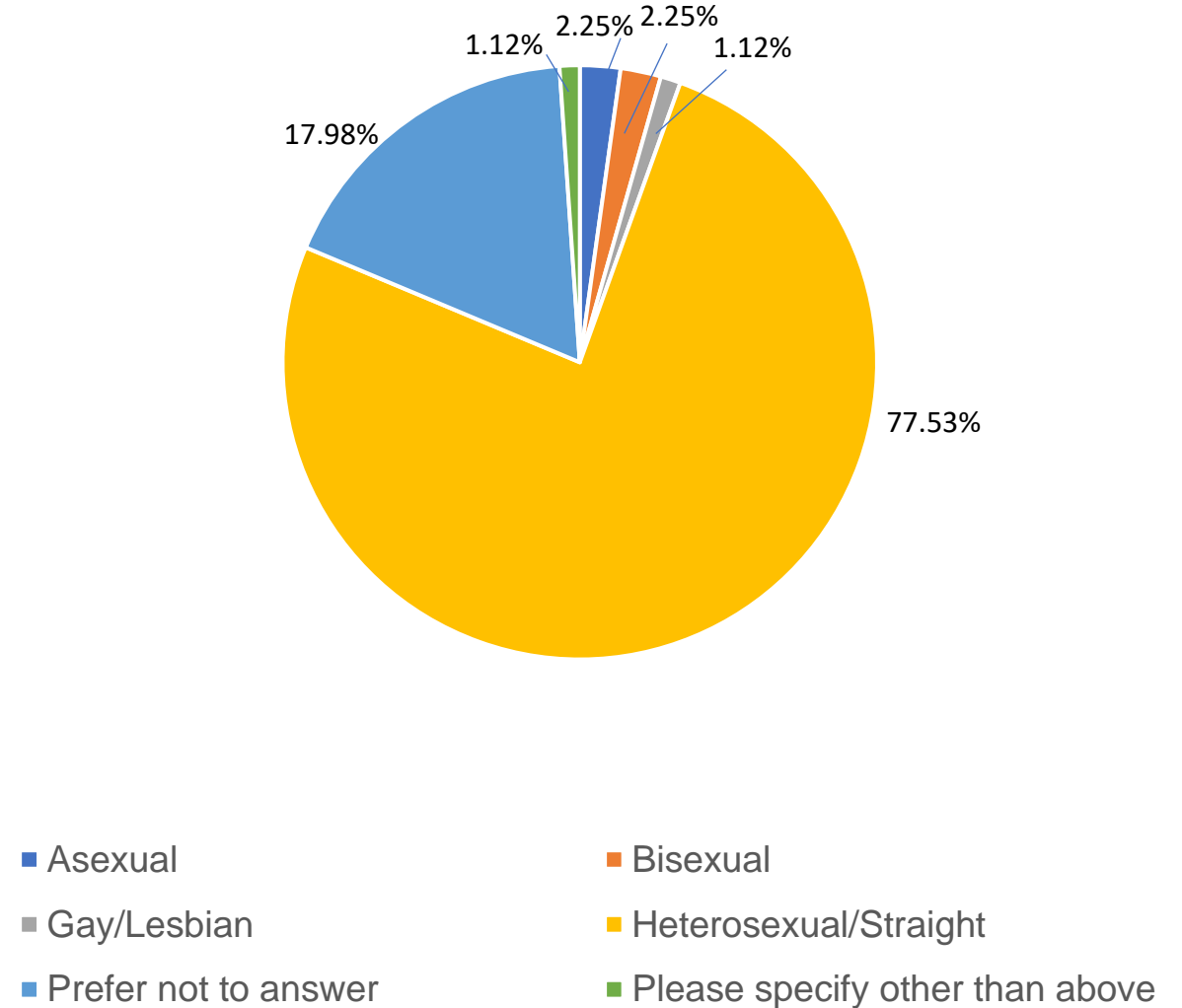


Gender Identity



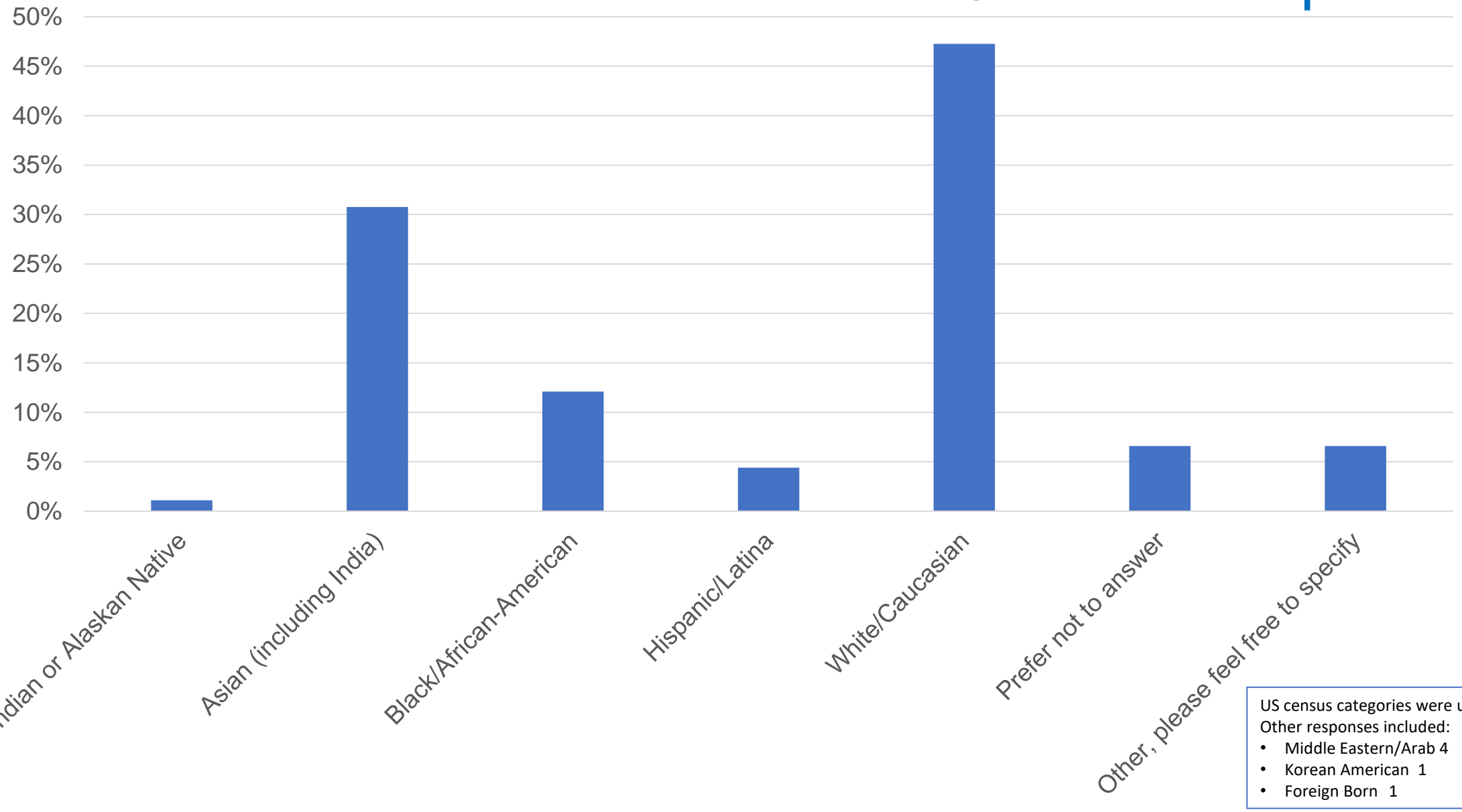
n=91 respondents

Sexual Identity or Orientation



n=89 respondents

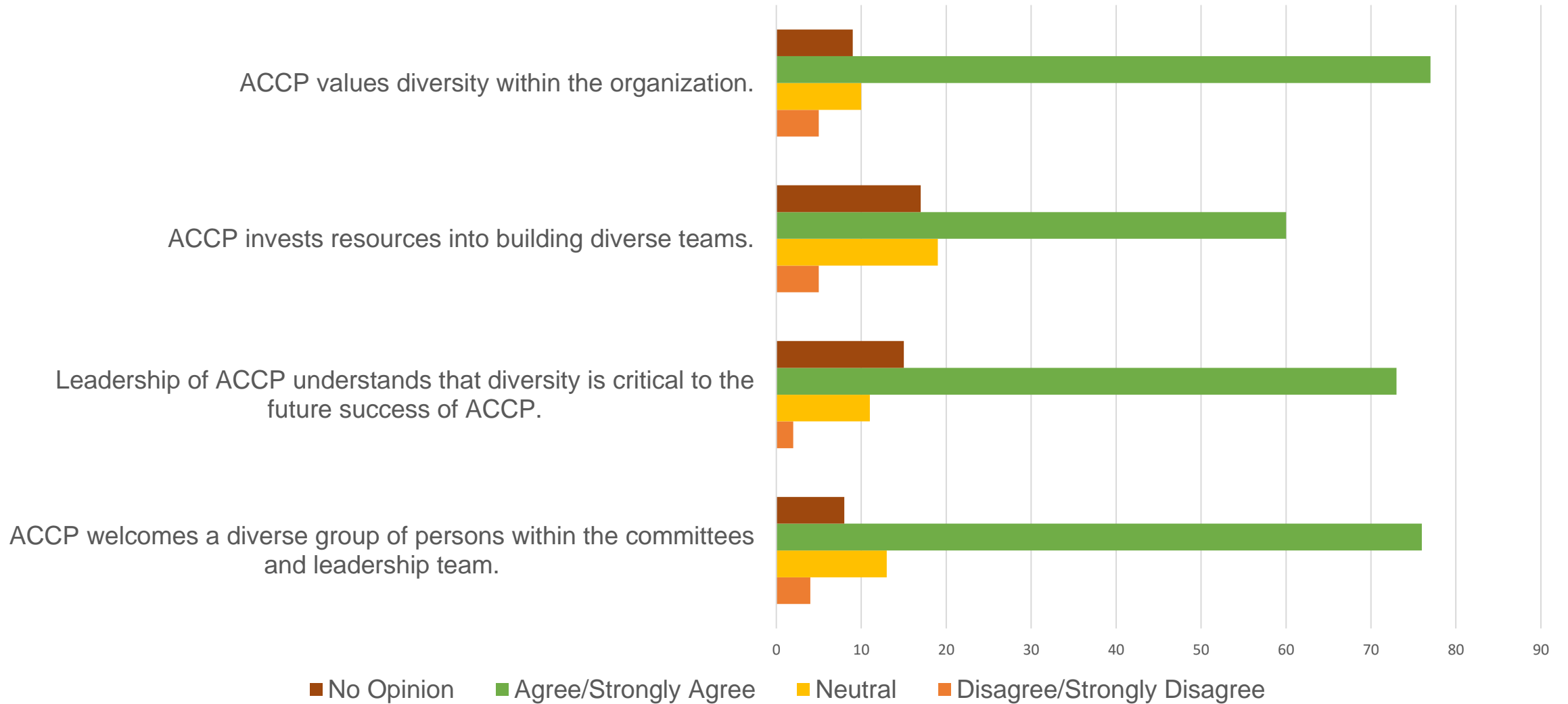
Race or Ethnicity n=91 respondents



ACCP Diversity

Diversity

n=102 respondents



Diversity: Quotes from Qualitative Comments

- *“ACCP practices inclusion and diversity par excellence”*
- *“Diversity is a multi-dimensional construct. Unlike other professional organizations that focus on a single dimensional aspect of diversity, ACCP embraces the multi-dimensional nature of diversity.”*
- *“To a great extent, professionals bring diversity to ACCP's membership. Clearly, there are great differences in experience of access, individual and categorical treatment, equity.”*
- *“How would I know what's being done?”*
- *“I am a member with ACCP since, it is a pleasure to be a part of this community. It is challenging to remain involved due to very focused pharmacometric group discussions. I hope to see increased diversity on that front.”*
- *“I would like social diversity as much as one of color. That will support the diverse groups where they have been disadvantaged (which is all of them) but assures that we are fair to those who have disadvantage in spite of their skin color or ethnicity.”*
- *“I am an MD and our diversity is primarily fed by recent immigrants with stunning academic achievements and a family history of success. We need them but we have to do better.”*

ACCP Inclusivity

Inclusivity

n=97 respondents

I feel that the more I become involved and participate at ACCP, I am appreciated for my efforts and am part of the community.

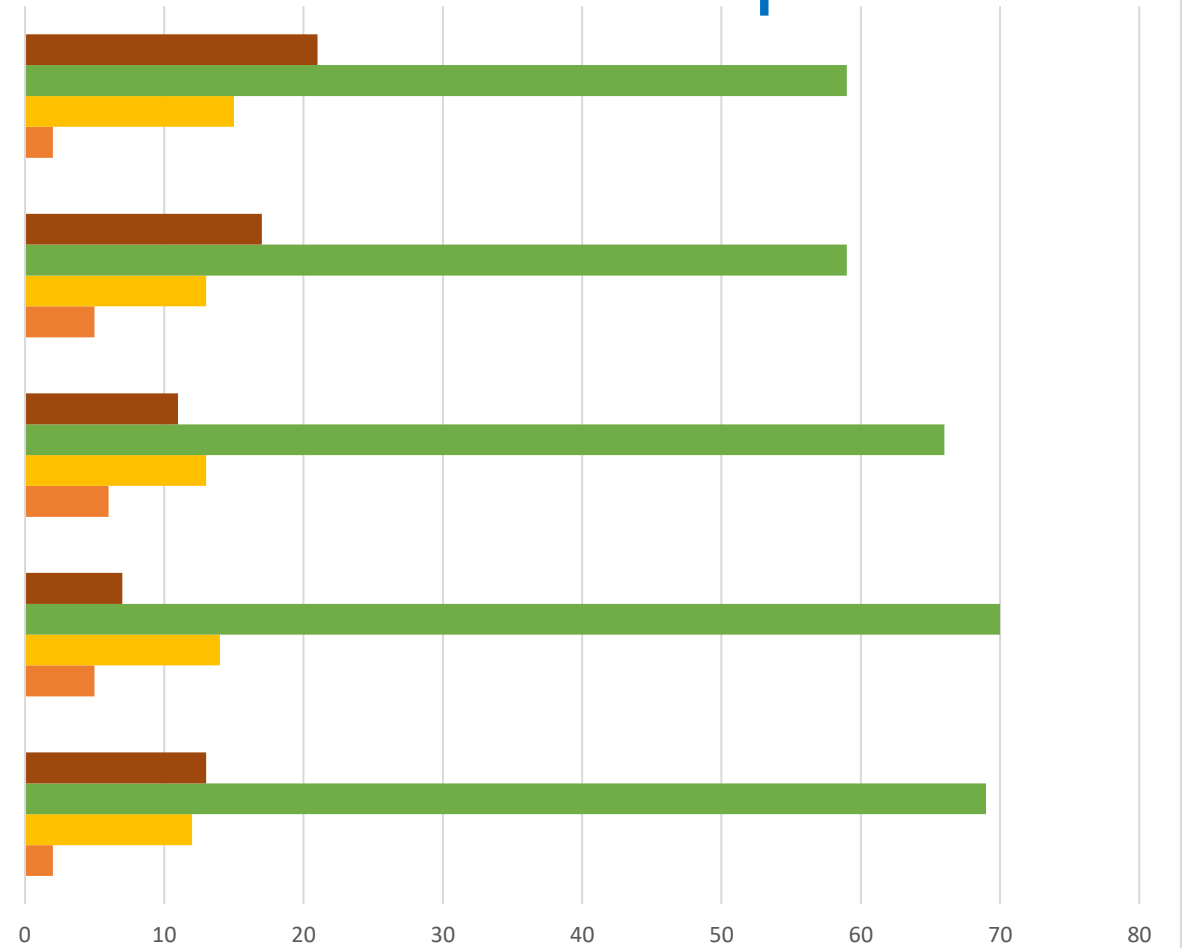
I have not chosen to actively participate in ACCP, but feel I would be welcomed if I chose to do so.

I feel my unique background and identity (i.e. my differences) are valued at ACCP.

I feel a sense of belonging at ACCP.

I feel respected by other ACCP Members.

■ No Opinion ■ Agree/Strongly Agree ■ Neutral ■ Disagree/Strongly Disagree



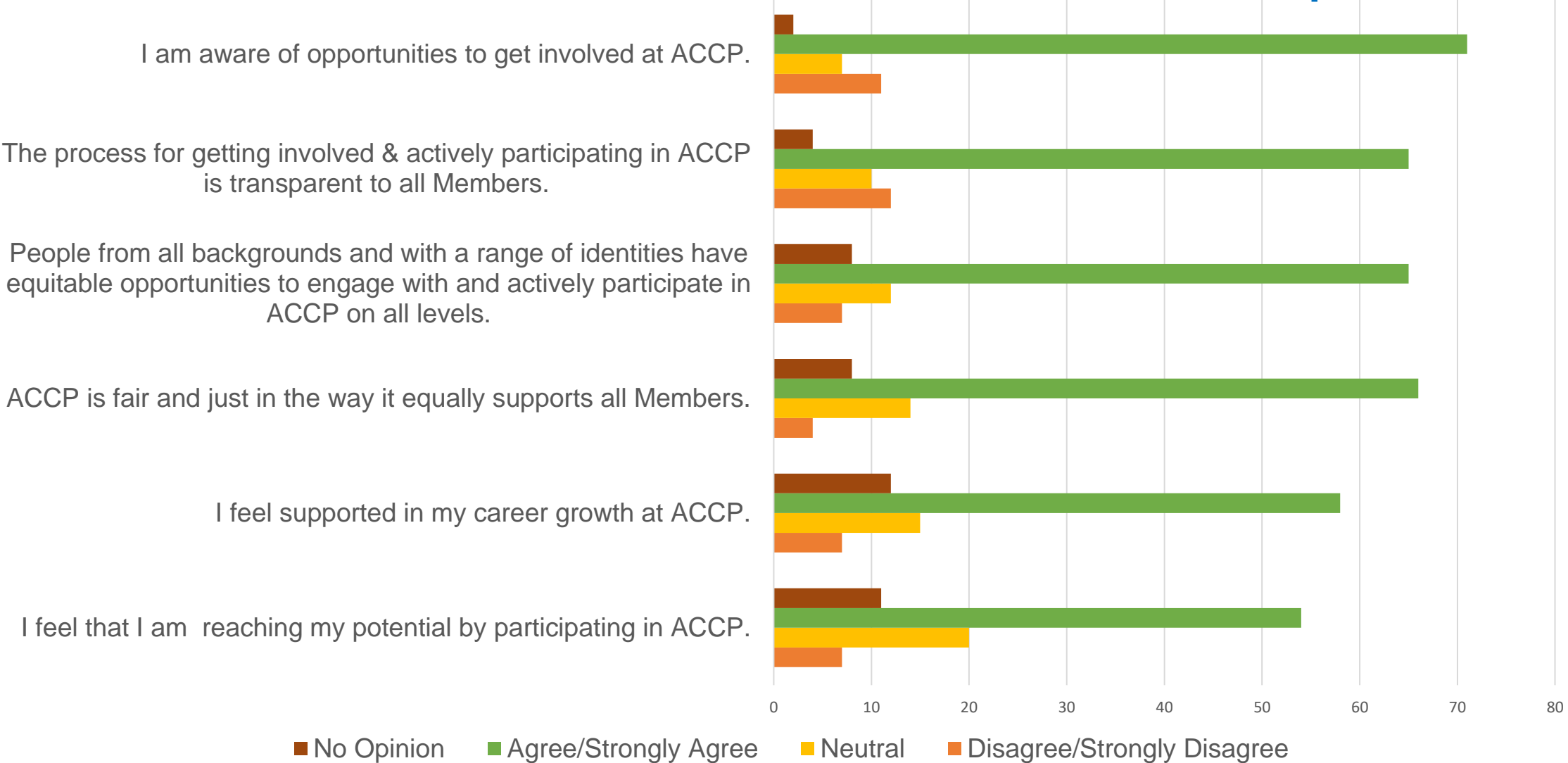
Inclusivity: Quotes from Qualitative Comments

- *“I am new but had very positive vibe since the first day I have joined for ACCP. ACCP was the only organization that even set up the separate meeting to welcome the new members.”*
- *“Retirement-age members experience negative bias. We all tend to invest effort in relationships that will be useful, reinforcing and collaborative in the future, so it is natural that younger members will not be inclined to invest effort in new collegial relationships with much older members.”*
- *“I intend to participate more in coming years.”*
- *“I am not clear how to be further engaged. I have submitted proposals for annual meeting and served as a speaker for an accepted session. Beyond that, I am not clear on how to be further engaged.”*
- *“Be intentional with your inclusivity. Representation always matters. Amplify melanated voices.”*

ACCP Equity & Racial Justice

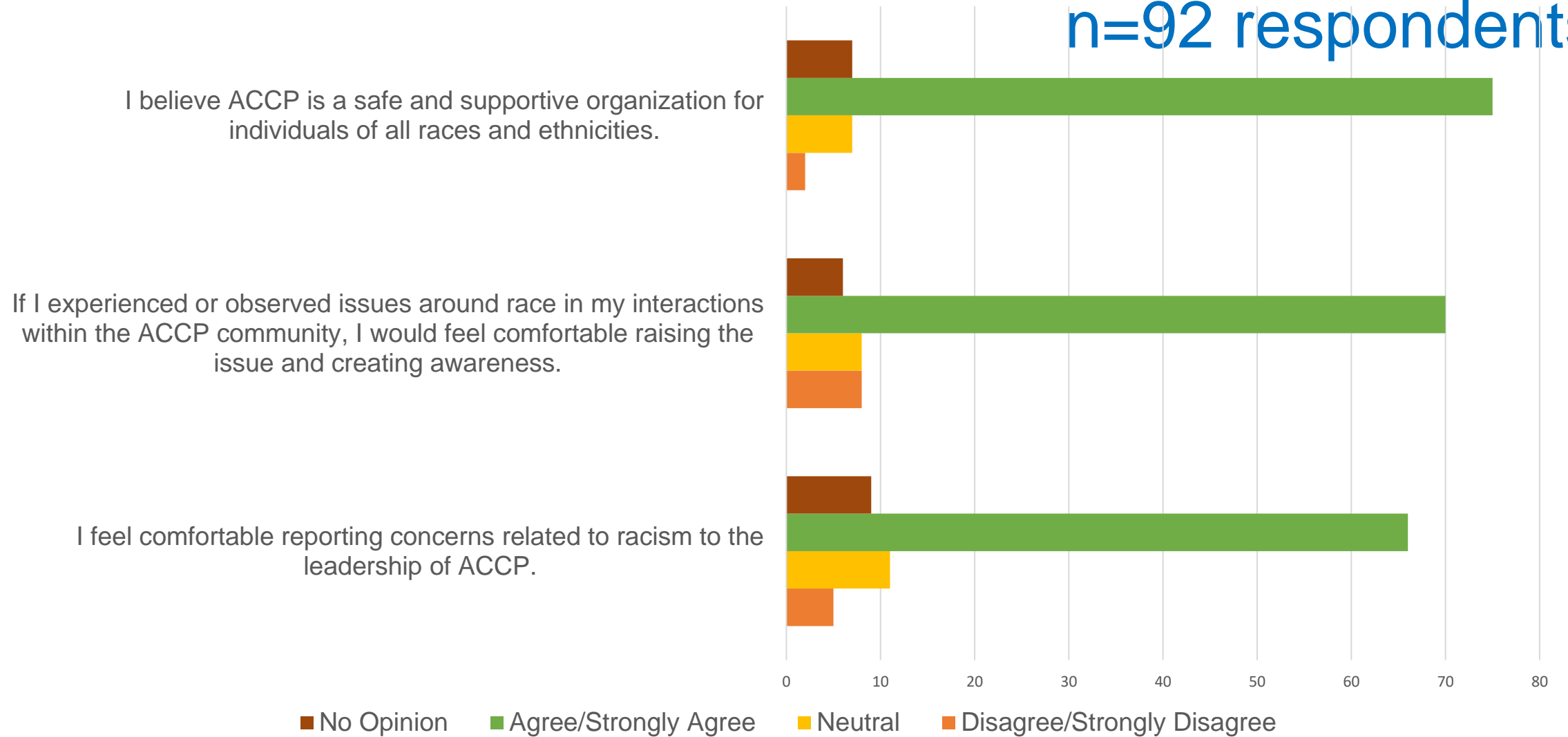
Equity

n=92 respondents



Racial Justice

n=92 respondents



Equity & Racial Justice: Quotes from Qualitative Comments

- *“I was supported when I offered time and effort in contributing to annual meeting education programs.”*
- *“Fair is subjective to whoever is perceiving it. What is fair to one may not be fair to another. There is no quantifiable way to address fairness, only equality in approach.”*
- *“ACCP is great with the educational and support system.”*
- *“I haven’t experienced any racism at ACCP.”*
- *“There is no racial issue in an organization like ACCP. These sort of questions are looking for division.”*
- *“Equitable opportunities may work on a small scale, but the larger it becomes, free thought and free will must be silenced to ensure equitable goals are achieved. When equality goals are in place, these things are not threatened.”*
- *“I’m happy to contribute to efforts to make ACCP more equitable.”*

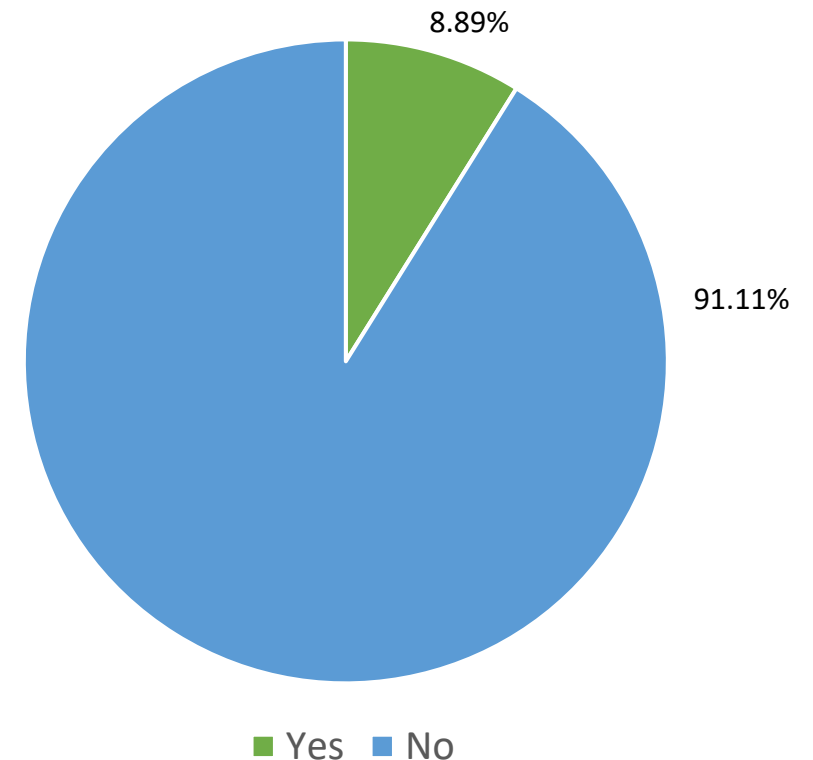
Barriers & Solutions to Optimize Inclusivity, Diversity & Equity within ACCP

Barriers: Qualitative Comments

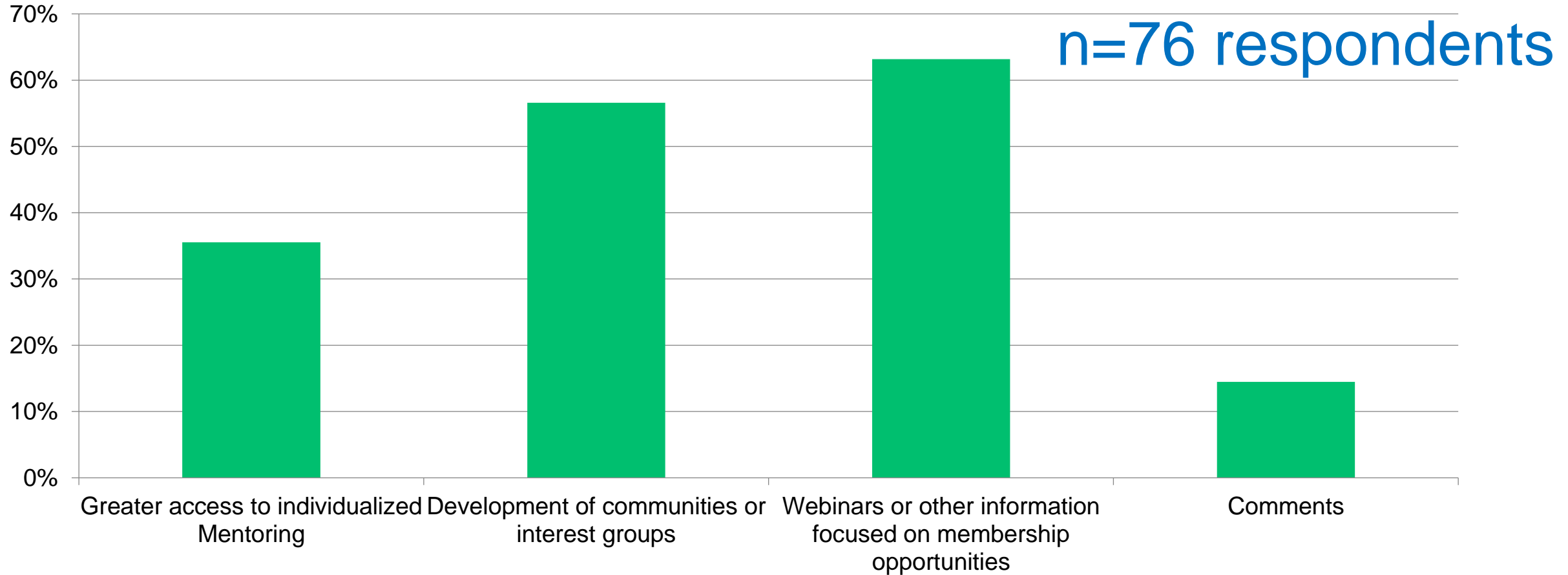
- *“Travel is a barrier”*
- *“I would like to learn more on opportunities that may be available to participate on ACCP committees. Based on the website alone, I find it difficult to make contact with key members. Looking forward to the in person meeting this year which may help overcome this hurdle to some extent!”*
- *“ I am not aware of opportunity to get involved in ACCP beyond submitting abstract for presentation”*
- *“Not sure how to get involved for certain committees, such as annual meeting organization etc. Is there a specific approach or time window to apply?”*

n=90 respondents

I am finding barriers to fully reaching my potential in ACCP:



Suggested Programs to Maximize Opportunities

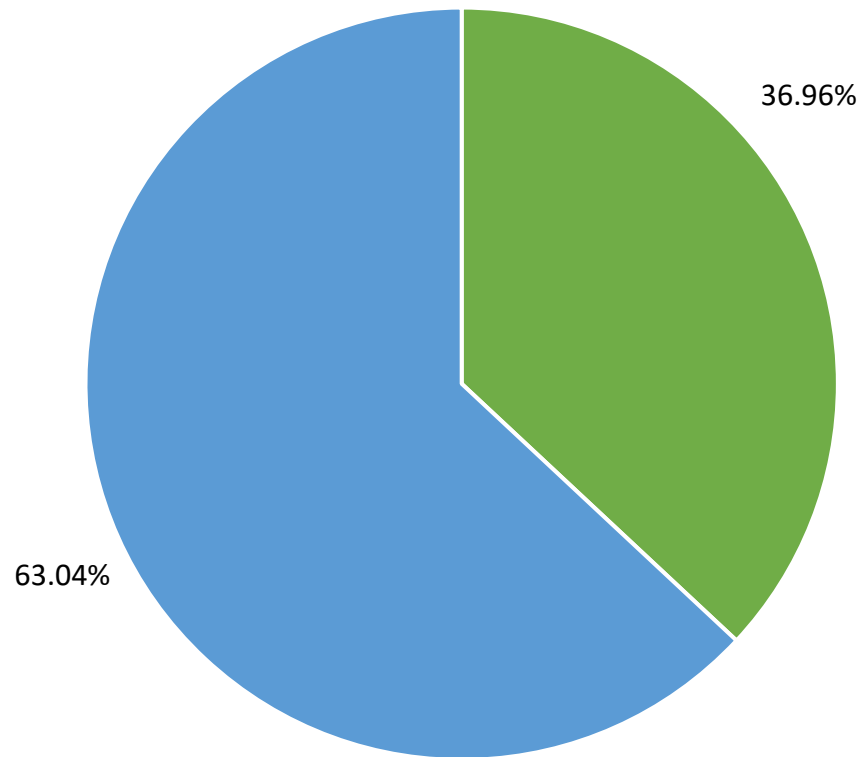


Maximizing Opportunities: Comments

- *“While I know that communities within organizations is very popular now, I find that they may create segregation rather than integration within an organization since the members may feel more a member of group than of the overall organization.”*
- *“I am interested in providing editorial support or review abstract, or program design. Suggest to have some call for volunteer within ACCP for these types of opportunity.”*
- *“More opportunities/communications about availability on leadership positions for members to get involved.”*
- *“ACCP does enough to promote diversity.”*
- *“Would like to contribute to conf/webinar organization, internationalization etc.”*
- *“An organization needs to be inclusive of all members irrespective of their connections within a sub committee.”*

If you wish to report an incident of potential unwelcome comment, harassment or discrimination, are you aware of how to report the incident?

n=92 respondents



- Yes, I know how to report an incident
- No, I do not know how to report an incident

- One respondent indicated having experienced receiving unwelcomed comments from another ACCP member
- Two respondents reported having experienced discrimination based on their background or identity (one believed it was intentional)
- 34 respondents knew how to report unwelcome comment, harassment or discrimination

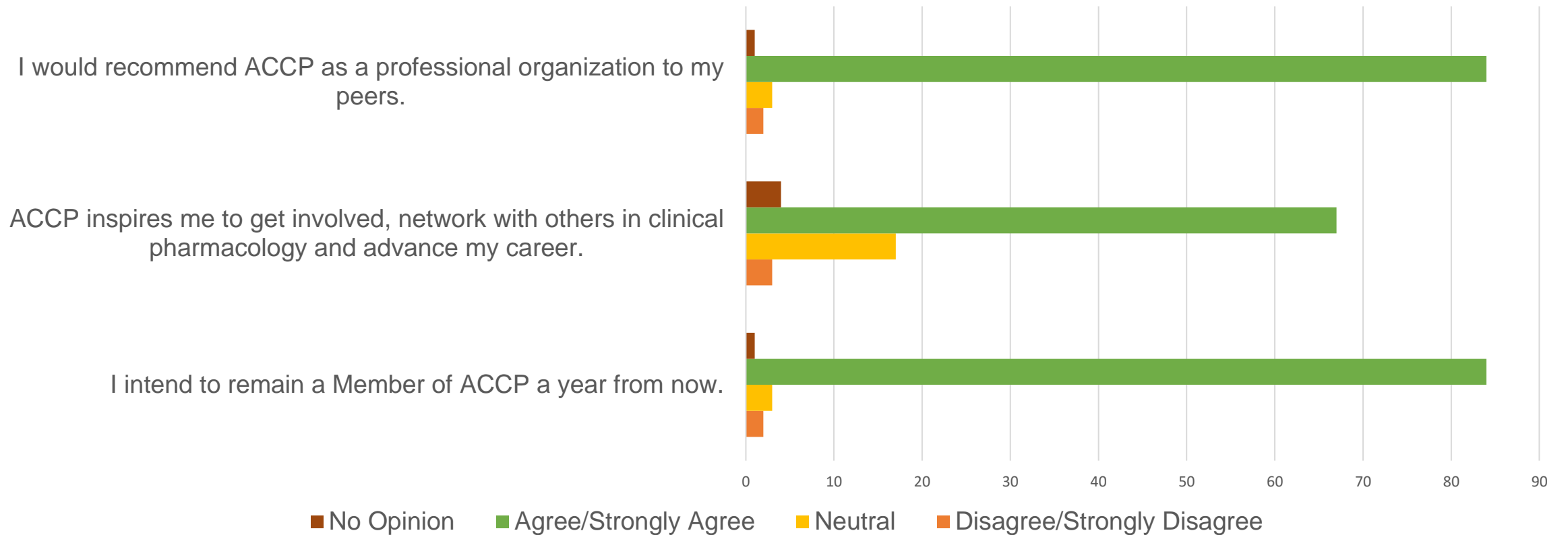
Receipt & Reporting of Unwelcome Comments

Qualitative comments on ACCP experiences with other members and staff:

- *“I have had very good experiences during my communications with ACCP coordinators and members alike.”*
- *“I was genuinely impressed of how Staff organizes all events do their best to outreach members. Also, I am genuinely touched when my Ambassador made herself available to provide an overview of ACCP.”*
- *“If I had an issue, I could quickly find out how to report it.”*
- *Thank you for this information. As a new member, I did not know. So, it is good to know about this.”*
- *“Foreign medical graduates are not necessarily welcomed, independent of race or ethnicity.”*
- *“ACCP Staff is very friendly and treats all with respect and professionals”*

What is Being Done Well & How Can We Improve?

n=91 respondents



Selected Final Comments

- *“I am proud to be part of this professional organization. I enjoy the benefits of Fellowship. I am very glad that I chose to join ACCP several years ago!”*
- *“Thank you so much for great work. I wish you to continue to keep up the good work”*
- *“Thank you for providing this survey as it is a step in the right direction to understand the thoughts of membership and results hopefully will be used moving forward to ensure diversity, equity and inclusivity and science are at the forefront for ACCP.*
- *Good survey, I appreciate it”*
- *“I don't know of any ACCP-specific background of how/why this is now a topic of activity. In any case, these are problems as broad as all of humanity, and I applaud being proactive.”*
- *“Members reach their potential by hard work, intensive study, intelligent associations, and creative insight, not by culturally divisive initiatives.”*
- *“I truly appreciate my collaborator recommending me this organization. I wish more people to get to know this wonderful organization.”*