

ACCP Philosophies on Inclusivity, Diversity & Equity

How does ACCP address key drivers in membership societies being professional growth, promoting collegiality and equal access to all Members?

ACCP is a small society (~1,000 Members) and is well known for being warm and welcoming. This begins with the Staff philosophy of serving Members with respect and a sincere desire to assist, but extends through the general membership. New Members and Non-members alike are pleased with the friendly atmosphere at our meetings and some are inclined to join after attending a meeting. Our Annual Meetings are approximately a 50/50 split of Members and Non-members, something that has evolved over the last 10-12 years whereas in 2010 it was more of 80% Members and 20% Non-members attending. In addition, a large percentage of Non-member Faculty Speakers who are provided a complimentary registration for the day they speak will register for the other two days of the meeting because the educational programming is so strong and the meeting is a comfortable atmosphere (we are jointly accredited by ACCME & ACPE and are held to high standards).

New Members receive the attached email upon joining, which includes a lot of information about how to get involved and take advantage of what the society has to offer. Beyond that email, we have a New Member Ambassador Program where each New Member receives a communication from an Ambassador who can answer questions and help them find ways to get involved in the society. The New Members respond about 50% of the time and the conversations are documented and metrics about performance of the program are reported out. The other 50% of New Members do not respond, but we at least make that effort with everyone who joins. As a result of the New Member Ambassador outreach, we have seated people on committees, helped them to submit manuscripts to our journals, assigned them a Mentor and helped them register for the Annual Meeting, so it has proven to work well for those who engage with us. We also send a very brief survey after these conversations and report on that data, as well. In addition to the New Member Ambassador outreach, we hold quarterly New Member PPT presentations where the Chair of the Membership Committee talks about what ACCP has to offer and how to get involved and become active Members.

Beyond the New Member presentations, we are building a program of speaking to PharmD and PhD candidates/postdocs about careers in clinical pharmacology. This is done through peer-to-peer outreach where our Members have connections and can make the introductions that help us plan the event. These presentations are aimed at opening the clin pharm world to our young colleagues and helping them understand the importance of membership in a society such as ACCP. We also specifically speak to ACCP as their potential society of choice. There has been some success with this, but the program is young and just getting off the ground. Ironically, we approached these initially as presentations to underserved and minority populations and received consistent feedback from the schools we targeted that our approach was not appropriate and that it should be given to all and then let the smaller populations approach us if interested.

How does ACCP achieve diversity in its programming and practices?

In terms of Faculty Speakers, our single biggest event is the Annual Meeting that includes about 100 Faculty Speakers each year. Depending on the expertise in the given topic, achieving diversity within any given session may be a challenge, but we explicitly address the need for diversity in our Faculty Handbook, in presentations to Faculty, etc. and are generally successful in achieving overall diversity among the 100 Faculty Speakers.

For our webinars where we have 1-2 speakers and a moderator, this is often more difficult, but we try to balance things out over the big picture.

Any Member can submit an educational Proposal for the Annual Meeting that will be scored using a defined rubric based on the science.

Abstracts for Posters are submitted from colleagues around the world and they are scored using a defined rubric based on the science. We have a series of awards for the top 8 Student Abstracts and the top New Member Abstract, these include trophies, honoraria and travel/registration support.

With committees, we seat new committees with the start of each new Leadership term (Sept of even-numbered years) and the committees are in place for the next two years. The chairs of the committees are carefully selected by the President based on skills, as well as elements of diversity. In July of each even-numbered year, we put out a Call for Volunteers to participate in the various committees. Once that is closed, we do our best to find a place for every volunteer and also balance the committees based on degrees, professional affiliation, etc. Due to the small number of Members in the society, our main concern is finding people who want to do the work of the committees, so we don't really have the luxury of making sure each committee is filled with representatives strictly based on race, ethnicity, etc., but we generally have a nice balance within each committee. We just do the best we can to seat everyone on a committee in which they have shown interest and get them actively involved. Once they are on a committee, they are expected to participate in achieving the committee goals. Perhaps the benefit of COVID is that we now do things by WebEx and can include anyone from anywhere in the world quite easily.

We have two journals and both have male Editors-in-Chief that were selected through an interview process, but there are female Assistant Editors and there is substantial degree, professional affiliation, racial, ethnicity & gender diversity within each Editorial Board.

How does ACCP provide access to opportunities for professional growth?

Educational programming – In addition to the Annual Meeting, we have numerous Live & On Demand events during the year. Members and Non-members alike can participate in these events, many of which are offered at no cost or minimal cost. The driving factor is your desire to attend.

Mentoring is available to Students, Trainees & Early-stage Professionals (STEP) and is managed by the STEP Committee. Data is reported on a quarterly basis. While this is meant to be a Member Benefit, we have certainly also mentored some Non-members in the effort to encourage them to find value in ACCP and join.

The STEP Committee develops a series of events at the Annual Meeting meant specifically for young colleagues, including a Welcome Breakfast with Leadership representatives, Podium Presentations for the top four Student Abstract Award Winners, a Panel discussion on current topic(s) with a diverse group of Leadership representatives and a Networking Reception with Leadership. These events are often what encourages young colleagues to join and then stay involved in ACCP.

ACCP hosts a Leadership Development Program where applicants can apply to three levels (Student, Early-stage Professional and Mid-career Professional) and participants are selected by a scoring rubric. This was new in 2021. Any Member within those three membership levels can apply. For those not selected to the program, we do outreach and follow up on ways to get them involved in the society.

How does ACCP recognize excellence in the field of clinical pharmacology?

ACCP manages an Honors & Awards Program that includes nominations and peer reviews of high-level awards that are given annually at the ACCP Annual Meeting. Nominees for the awards are accomplished individuals who have achieved a respected body of work. IDE is one component when considering recipients of the awards.

ACCP runs a program called Excellence in Achievement where any active Member who has contributed well to the society can be nominated and approved by the Board (strictly based on their contributions) to be recognized and one of these is sent each month announcing the recognition of a high-contributing Member.

How is the Leadership in ACCP selected and does the process ensure IDE?

Unlike some societies where Leadership persons are hand-selected, any Fellow within the society can be nominated to run for the Board of Regents and the Nominating Committee selects candidates based on participation and factors such as degree, professional affiliation, etc. Of recent years, our Board of 15 includes 1/3 women, great ethnic and racial diversity in a group that small and also representatives from LGQBT. All of this evolved naturally as a result of involvement in the society and is something of which we are very proud.