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Diversity In Dermatology: Diversity Committee Approved Plan 2021-2023

AAD Strategic Plan Objectives: Foster Diversity in the Dermatology Specialty, Develop Strategies to Increase Dermatological Services to Under-served Populations

1. Diversity, Equity, and Inclusion

Goal: To promote and facilitate Diversity, Equity, and Inclusion within the AAD.

- Facilitate diverse representation throughout Committees/Councils/Task Forces.
- Promote integration of diversity, equity and inclusion efforts into all CCTFs.
- Further greater representation in Academy meeting lecture/plenary and session speakers and skin of color topics.
- Create a named Award and Lectureship in recognition of lifetime achievement within the field of dermatology.
- Ensure equity in the selection process for Leadership Forum, Academic Dermatology Leadership Program, Advanced Leadership Forum, JAAD Editorial Mentorship Program, and other leadership activities to ensure that representation in these programs is reflective of the population demographics.
- Support AAD staff diversity and an inclusive and equitable environment.

2. Patient Care, Education, and Research

Goal: To ensure dermatologic education and research encompasses health disparities and skin of color, and advocate for Black and Latino patient representation in research.

- Increase use of images reflecting full spectrum of skin types and highlight topics on skin of color, health disparities, and cultural competency across all AAD education and publications including JAAD articles and speaker presentations.
- Create an open-source skin of color photo bank for use in AAD physician and patient education.
- Ensure skin of color populations receive information and messages on important and relevant dermatologic diseases.
- Support URM dermatology physician scientists through research awards, mentorships, leadership/professional development.

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- Develop and distribute a Skin of Color Curriculum for residents.
- Expand reach of Access Derm.
- Ensure diversity in branding and public communication materials.
- Gain industry support to promote and fund research focusing on health disparities and skin of color diseases.

3. Advocacy

Goal: To expand Academy's Advocacy Priorities to prioritize addressing health inequities.

- Surface and prioritize issues that affect minority/marginalized populations.
- Establish relationships with relevant congressional caucuses.
- Identify and advocate for patient support groups for diseases that disproportionately affect people with skin of color.

4. Workforce Pipeline

Goal: To increase the number of practicing dermatologists who are underrepresented minorities (URM) and provide leadership and professional development programming.

- Expand existing AAD mentorship program to include physician scientists.
- Continue visibility at SNMA and LMSA.
- Expand Diversity Champion programming.
- Expand partnership with Nth Dimension to develop a comprehensive dermatology pipeline program for URM that provides guidance and support from medical school through residency.
- Develop a Diversity Leadership Conference for URM residents, early-career dermatologists.
- Develop Training and educational programs for academic URM dermatologists
- Expand outreach to URM college students in STEM majors
- Launch an AAD Summer Diversity & Inclusion camp for younger-aged students to foster interest in medicine.
- Support two Diversity and Community Engagement Residency positions at HBCUs.