



American Board of Psychiatry and Neurology, Inc.

A Member Board of the American Board of Medical Specialties (ABMS)

Diversity, Equity, and Inclusion at the ABPN

Transcript:

Hello, I'm Jeff Lyness, and today I'd like to speak with you a little bit about our work related to diversity, equity, and inclusion – DEI at the ABPN. We recognize that our DEI efforts are crucial to our success and to the fields and the public that we serve. We know that our products and services at the ABPN are made stronger and better by reflecting diverse viewpoints and by being equitably inclusive.

So, we have a board level committee that is a subset of our board of directors that has led and oversees all of our DEI efforts. And so, with the enthusiastic support of our entire board and our staff, we've developed a DEI strategic plan. You can read more about this on our website, and there's a link provided along with this video.

You can see our statements and positions related to our values and goals, and you can see our DEI action plan, including a report card that shows the progress we've made thus far and the activities that we are still working on toward our DEI goals. I will say that in general, our DEI activities fall into three broad categories.

There's work we are doing in our workplace related to our employees and our physician volunteers who work on our committees. There's work we're doing related to our products and our services, including our examinations and assessments. And there is work we're doing related to our external constituents, our diplomates, professional societies that we collaborate with, and other constituent groups, as well.

As a couple of examples, and you'll find more on our website, we now have more open processes for recruiting new examination committee members, diplomates, who want to volunteer their time to help us create the examinations and assessments that we do at the ABPN. And so, we now allow self-nominations and have an open call that was distributed through our email quarterly update and on our website.

As another example, we have held one Crucial Issues Forum last year in 2022 and are about to hold another one in the spring of 2023 related to our DEI goals. Crucial Issues Forums are attended by representatives from many major professional societies in our fields. Last year's forum in 2022 focused on supporting and promoting women in academic psychiatry and neurology. This year's forum will focus on supporting and promoting physicians from racial and ethnic groups that have been underrepresented and excluded from medicine. And the ideas that come out of these crucial issues forums wind up informing the work that we do as we continue to evolve our strategic plan and develop new activities to help meet our goals.

Beyond the forums, we very much welcome your input as well. If you have ideas or suggestions about how we can do this work even better, please let us know. Thanks very much for your attention. We appreciate it.