Definitions of Diversity, Equity, Inclusion and Underrepresented in Medicine and Science (UIMS)

Approved by the Diversity, Equity, and Inclusion Committee, July 1, 2021

Considerations

- The ASCI respects concerns about personal disclosure; thus, in the collection of any data with the purpose of determining the Society’s current state of diversity, responses will be voluntary, self-reported, and allow for multiple options. Communication will be transparent with regard to purpose, use, and limitations on sharing.
- The ASCI recognizes that the definitions of race, ethnicity, and underrepresented in medicine and science (UIMS) are based on those used in the United States. This allows the Society to address the particular history of structural racism endemic in this country, including the egregious underrepresentation of Black/African American physician-scientists. In addition, in collection of data, the ASCI will consider and incorporate granular, evolving definitions of racial/ethnic categories.
- The ASCI aims to address gender inequity in medicine and science by expanding and ensuring meaningful representation, engagement, and participation by physician-scientists who identify as women; while intentionally considering UIMS identities and the range of genders and sexual orientations, including lesbian, gay, bisexual, transgender, queer, intersex, and/or asexual (LGBTQIA).

Definitions

- **Diversity.** Demographic diversity refers to the variety of differences among individuals constituting a group, including race, ethnicity, religion, nationality, geography, sex, gender identity, sexual orientation, disability, and scientific specialty.
  - **Implications:** Valuing diversity entails recognizing the unique contributions and perspectives of individuals from different groups as well as the combined effects of one's multiple identities (intersectionality); acknowledging that these differences are a valued asset; and striving for diverse representation as a critical step toward equity.
- **Inclusion.** Beyond diversity and quantitative representation, inclusion involves authentic and empowered participation, with a true sense of belonging and full access to opportunities.
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- Implications: Inclusion is achieved by expanding the cultural environment of the institution through professional development, education, policy, and practice, including creation of opportunities for potentially difficult conversations regarding diversity, inclusion, and equity.\(^9\)

- **Equity.** Equity means the consistent and systematic fair, just, and impartial treatment of all individuals, including those in groups that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life (see Underrepresented in Medicine and Science).\(^10\)
  - Implications: Equity involves a systemic and dynamic process designed to achieve fairness, and focuses on outcomes that are most appropriate for a given group, recognizing different challenges, needs, and histories.\(^11\)

- **Underrepresented in Medicine and Science.** Underrepresented in medicine and science (UiMS) refers to populations that are underrepresented relative to their numbers in the general US population.\(^12\) This includes, but is not necessarily limited to, physician-scientists who identify in the following racial and/or ethnic groups: Black/African American, Hispanic or Latin American, American Indian or Alaska Native, and Native Hawaiian and other Pacific Islander;\(^13\) and individuals with disabilities: physical or mental impairment that substantially limits one or more major life activities.\(^14\)

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\(^11\)Based on Race Forward, op. cit.


\(^14\)NIH Diversity in Extramural Programs, Individuals with Disabilities. Accessed April 13, 2021; and National Science Foundation, op. cit.