

## Statement of Edward-Elmhurst Hospitals Accredited CME Program on IDEA (Inclusion, Diversity, Equity, and Action)

### Purpose

1. To facilitate communication on the principles of Inclusion, Diversity, Equity, and Action (IDEA) through a common language
2. To lend support to the Endeavor Health: Edward-Elmhurst Hospitals Accredited CME Program mission, policies, and programs that promote inclusion, diversity, equity, and action throughout its educational activities
3. To meet the current and expanded role of Endeavor Health: Edward-Elmhurst Hospitals Accredited CME Program in promoting inclusion, diversity, equity, and action now and in the future.

### Description

Inclusion, diversity, equity, and action are critical components of success globally and in the ever-changing world in which we live. Endeavor Health: Edward-Elmhurst Hospitals Accredited CME Program, in its leadership and educational role, constantly strives to model these principles. The ability to promote effective IDEA practices is critical to the core values, to fulfill the mission, and to the overall quality of education. The ACME's Program and Education Committee, Staff, Presenters/Speakers, Planners, Learners, and others involved in accredited continuing education must resemble the diversity that is so proudly reflected in the populace of our community and our nation.

### Process

The ACME program values diversity and it is embedded in the respect and appreciation of race, color, national/ethnic origin, ancestry, age, religion/religious creed, sex, gender identity, sexual orientation, military/veteran status, genetic information, and people experiencing a disability. To be inclusive requires collectively utilizing the unique talents and perspectives of a diverse array of individuals that constitutes the educational community we serve and its various partners. The ACME program and the Program & Education Committee believe that speakers, presenters, planners, moderators, learners, and others involved in accredited continuing education should reflect the population, the communities, and the nation in which they serve. Recruitment, retention, and education of speakers, presenters, planners, moderators, learners, and others involved in accredited continuing education from diverse groups are critical goals which are essential for public health. The ACME program and the Program & Education Committee are dedicated to developing and sustaining environments within the education community that are inclusive and supportive of diverse groups of learners, speakers, presenters, planners, moderators, learners, and patients.

Accredited CME activities can show leadership in this area in the following ways:

1. Continuous effort to gain visibility for education where the mission of inclusion, diversity, equity, and action can be advanced in an interprofessional healthcare environment
2. Support for presenters'/speakers' instruction and best practices in the creation of an inclusive and supportive environment.
3. Encourage and support presenters/speakers to address how diverse populations are uniquely impacted by healthcare issues in their educational materials
4. Speakers/presenters, planners, committee members, staff, and other individuals recruited for accredited CME must be advised of the ACME program IDEA core values, the organization's non-discrimination policy and, as part of accredited CME, should actively promote inclusion, diversity, equity, and action.

5. Be recognized as a visible partner in the organization to support and promote visibility, engagement, and support for inclusion, diversity, equity, and action.
6. Enact support systems to fully advocate for IDEA, planners, and learners in all aspects of the educational activity.
7. Support and promote the available and accessible structures for counseling and mental health support for learners, speakers, planners, and others involved in accredited CME for all aspects of IDEA, gender, and sexuality.
8. Support ongoing conversations for learners who may request additional support for IDEA education.
9. Support for transgender and LGBTQIA+ health through education and critical conversations, support, and training to facilitate sensitivity, understanding, acceptance, and cultural competency.
10. Include time devoted to IDEA education training for committee members, speakers/presenters, planners, staff, and others involved in accredited CME.
11. Provide an environment that supports patients by providing IDEA education on being open, accepting, and culturally competent to provide supportive healthcare and manage all patients' unique healthcare needs.
12. Engage and work with members of the community and other healthcare leaders to evaluate success, discover areas for improvement, and provide planning/resources to meet the needs of physicians, patients, and learners.

### Conclusion

IDEA within education plays a critical role in the professional development of a culturally competent healthcare workforce for the future. The ACME Department and the Program & Education Committee's ability to advocate for effective IDEA practices throughout its education programming positions the organization to be of value to the increasingly diverse population in practice, in the community, and ultimately to the health imperative of its population.

The ACME Program strongly advocates for the continuous use of practices that achieve excellence through Inclusion, Diversity, Equity, and Action (IDEA).