

Equity Agenda Workplan: An Update

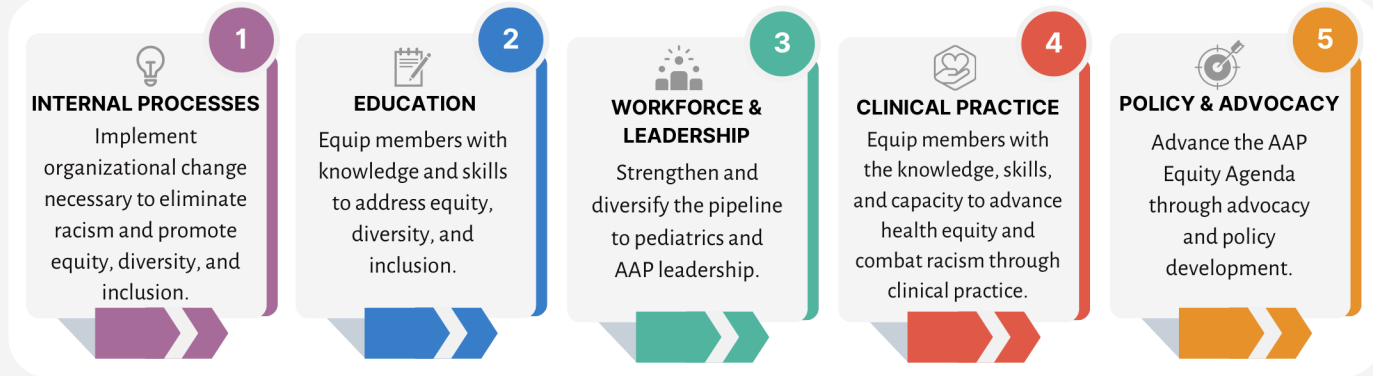
AAP KEY ACTIONS TIMELINE

ABOUT THE EQUITY AGENDA

The American Academy of Pediatrics (AAP) believes that all systems of care should seek to promote and achieve health equity for all children. The AAP Equity Agenda guides the Academy's efforts to achieve health equity and actualize our goals to become an equitable, diverse, and inclusive organization. These efforts include promoting a diverse Academy membership, leadership, and pediatric workforce; applying an equity lens to Academy policy, advocacy, and education; and equipping AAP members with the capacity to foster equity in their practices, institutions, and communities.

The AAP Equity Agenda sets forth explicit and intentional action to support the Academy's commitment to equity, diversity, and inclusion (EDI) and ensures this action permeates all aspects of the Academy's functioning.

DOMAIN & GOALS



WORKPLAN PROGRESS REPORT

- Pediatrics on Call* podcast aired 46 episodes with foci on racial equity since 2020.
- 204 employees participated in facilitated discussions on the CommonHealth ACTION assessment, with incorporated feedback from 406 staff. These discussions informed the AAP's strategies to advance equity, diversity, and inclusion in our policies, programs, practices, and culture, moving the Academy toward organizational transformation.
- Bright Futures created resources focused on addressing the impact of racism, bias, and discrimination on the health and well-being of their patients and families.
- AAP launches project to eliminate race-based medicine and improve health outcomes for children, supported by [Doris Duke Foundation](#).
- Approximately 111 NCE sessions since 2020, had an EDI and/or equity component in their content.
- 669 members claimed CME and 255 members were awarded MOC credit for the Peds 21 "[Fighting Racism to Advance Child Health Equity](#)," PediaLink course, launched in April 2021.
- There are currently 11 District EDI Champions. A total of 14 leaders have served as an EDI Champions.

RELATED MILESTONES

- Established one employee resource group, Black Lives Advancing AAP towards eQuity (BLAAQ).
- Staff EDI Council held 110 direct outreach events and shared over 507 educational emails since 2016.
- A cross-departmental staff Equity Implementation Team (EIT) was established.

