



## American Board of Psychiatry and Neurology, Inc.

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

# Diversity, Equity, and Inclusion Statement and Policy

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The ABPN considers diversity, equity, and inclusion to be among its core values. These values are supported by evidence that: health disparities and inequities in healthcare delivery exist across the U.S. population; health outcomes are improved when the diversity of the healthcare workforce better reflects the patients and families served; and workgroups and other teams achieve better results by encouraging inclusive excellence from diverse perspectives. Accordingly, the ABPN strategic plan includes specific goals and activities related to fostering diversity, equity, and inclusion. These goals reflect the ABPN's commitment to upholding its core values in its products, services, and communications.

The ABPN is equally committed to creating and sustaining an equitable, inclusive, and nondiscriminatory workplace where all employees and volunteers are valued, respected, and provided with equal opportunity for employment and advancement in all departments and programs. In doing so, the ABPN agrees with and abides by all federal and state civil rights laws (e.g., Title VII).

ABPN personnel are expected to uphold these values during work activities in or out of the office and at all other work-related events. They do so by demonstrating behaviors that include respectful communication and cooperation with others, and participation and teamwork with people that may represent different groups and perspectives. Any ABPN employee demonstrating behaviors that do not meet these expectations, or exhibiting any other inappropriate conduct or behaviors, may be subject to disciplinary action. Any ABPN employee who believes they have been subjected to or have witnessed any kind of discrimination that conflicts with the company's policy and expectations should seek assistance from a supervisor or Human Resources.