

## **SOCIETY OF INFECTIOUS DISEASES PHARMACISTS**

### **DIVERSITY, EQUITY, INCLUSION AND BELONGING STATEMENT**

The Society of Infectious Diseases Pharmacists (SIDP) is an association of pharmacists and allied health care professionals dedicated to promoting the optimal use of antimicrobials for now and in the future. SIDP is committed to embracing diversity, equity, inclusion and belonging in every element of our mission, vision and values, including but not limited to SIDP members, external partners and the patients we serve.

We recognize that diversity is the greatest strength of an organization and extends beyond race and ethnicity to also include age, sexual orientation, gender expression, religion, political beliefs, physical abilities and disabilities, language and culture. Each member and/or individual affiliated with SIDP is required to commit to a personal code of conduct that does NOT engage in any actions (including verbal and chat abuse, use of inappropriate electronic images) directly and/or indirectly resulting in discrimination against others, harassment, bullying or any abuse of power based on, but not limited to age, sexual orientation gender, gender expression, race, ethnicity, disability, religion, physical appearance, body size or national origin.

An overarching goal of SIDP is to promote diversity, equity, inclusion and belonging in every aspect of society business. To strengthen our commitment to these principles, SIDP pledges to: (1) the continued presence of a formal diversity, equity and inclusion (DEI) committee that reports directly to the president of the organization and is accountable to the Board of Directors; (2) identification of at least one DEI Committee representative to be available to the remaining SIDP affiliated committees; (3) charge each DEI Committee representative and corresponding committee chair to institute a “pause” at each and every decision (formal or otherwise) and assess with their respective groups whether actions are consistent with the goal of promoting of diversity, equity, inclusion and belonging; (4) participation in implicit bias training by all SIDP leadership (including board members and committee chairpersons and vice-chair persons); (5) attestation of the aforementioned code of conduct; (6) commitment to the just treatment of all individuals within our realm (members, colleagues, partners, patients and the public).

SIDP understands that completing a checklist does not guarantee success. We recognize that diversity, equity, inclusion and belonging is integral to achieving our goals as an organization. The process is on-going, iterative and requires careful consideration that is constant and deliberative. SIDP is committed to such a process.