

## AMERSA Diversity Committee 2024 Annual Report

### 2024 Goals

1. Demographic Data Analysis: IN PROGRESS
  - Racial/ethnic diversity of membership is increased by 15%: data collection underway
  - Racial/ethnic diversity of mentees participating in mentorship program is increased by 10%: Achieved and data collection underway
2. Annotated Bibliography
  - Launched in March 2024
  - <https://amersa.org/intersection-of-addiction-and-racism-a-curated-bibliography/>
  - Resource submission form is directly linked on site
  - 76 entries currently and 7 submissions to be reviewed
  - In first three months after launch, the annotated bibliography was viewed approximately 1,500 times across the places where it is posted
  - Ongoing considerations: Journal club using bibliography
3. AMERSA BoD and other leadership positions to reflect the diversity of the population of those who use substances
  - Ongoing. Diversity has increased in these roles, but this goal continues to need attention

### Annual Goals

1. Membership diversity grows by 5%: *See 2024 #1 above*
2. Diversity of conference plenary speakers increased annually: *Achieved*
3. 90% of attendee capacity number achieved each year: *Achieved*
4. Number of organizations/schools/agencies solicited increases by 5%: *Did not achieve, open to suggestions*
5. Annual review of progress via report to the board: *Current*
6. Racial/ethnic diversity of conference attendees increased by 5%: *See 2024 #1 above*
7. Demographic questions on membership and registration forms reviewed annually: *Achieved, completed May 2024*
8. \$5,000 obtained annually to sponsor conference attendance and memberships that support DEI: *Achieved and exceeded*
9. Antiracism and diversity activity offered: *Achieved*
  - *Preconference Workshop on 11/13/2024, 3-6:00 PM, “Collaboration to Address Systemic Racism in SUD Treatment: Anti-Racist Strategies”*
10. Member leaders present their SIG contributions to diversity, equity, and inclusion as part of their annual report during annual business meeting: *In progress*

### Other

1. SAJ Collaboration
  - September 2021 goal: Establish baseline of published SAJ articles published in past 5 years on advancing health equity for BIPOC and other vulnerable populations
  - Status: Met with SAJ Editorial Staff on 06/20/2024
  - Reviewed DEI in past abstracts with a random sample. Will now track submissions with DEI moving forward.
  - SAJ will be publishing a transitional article to address changes, including DEI aspects
  - Will be starting an editorial fellowship program inviting URG writers to be part of the editorial team and receive mentorship.
  - SAJ would like to meet with DC biannually
2. Reviewed DC Terms of Reference – *completed 10/14/2024*
3. Social for student members at 2024 Conference: 11/15/2024 at 7PM, 26 RSVPs