**ACMS Policy Statement of Governing Intent  
Diversity of Volunteer Leadership  
Adopted January 18, 2023**

We believe that leadership diversity strengthens the creativity and robustness of the organization's decision-making.

Diversity can be found in observable differences such as gender, ethnicity, race, employment type, specialty, age, and other factors as well as unobservable differences in backgrounds, perspectives, experiences, and objectives.

Since ACMS board service is a self-nomination process, the board itself ultimately does not have full control over which candidates they have to choose from. Nevertheless, the board does have power to solicit nominations for open seats with the eye of balancing its own composition. Its selection from among available candidates will be an attempt to better reflect the population of its physician membership as well as the patients served through the medical community.

While it is not practical for the board’s composition to perfectly reflect the diversity of our membership or community in a single year, the board will strive for all unique perspectives to be represented on the board over time.

The diversity we seek will establish and sustain opportunities for learning, advancement, and growth through training related to conscious inclusion and cultural competence for our staff members, physician members, and healthcare professionals.

**Therefore,** **ACMS will work to seat a volunteer board of directors whose collective membership can apply multiple perspectives to its governing tasks.**