



AAP DIVERSITY AND INCLUSION STATEMENT

The vision of the American Academy of Pediatrics (AAP) is that all children have optimal health and well-being and are valued by society, and that AAP members practice the highest quality health care and experience professional satisfaction and personal well-being. From the founding of the AAP, pursuing this vision has included treasuring the uniqueness of each child and fostering a profession, health care system, and communities that celebrate all aspects of the diversity of each child and family.

The AAP appreciates that children are increasingly diverse with differences that may include race, ethnicity, language spoken at home, religion, disability and special health care need, socioeconomic status, sexual orientation, gender identity, and other attributes.

The AAP, as an organization of pediatricians, pediatric medical subspecialists and pediatric surgical specialists, recognizes that our membership is comprised of a broad and diverse community. The AAP is strengthened by our diversity. The variety of skills, characteristics, and attributes offered by our members creates the vitality and success of the Academy and improves the care of all children and youth. Maximizing the diversity of our members and leaders allows the AAP to benefit from the rich talents and different perspectives of these individuals.

The AAP, as a national nonprofit organization, fervently respects, values, and promotes diversity and inclusiveness among all the individuals, groups, and vendors with whom we interact, collaborate, and partner.

The AAP is committed to being a learning organization that recruits, supports, and promotes talented, diverse individuals as employees and to fostering a work environment that embraces and celebrates diversity, promotes inclusiveness, and treats all employees with dignity and respect.

Celebrating the diversity of children and families and promoting nurturing, inclusive environments means actively opposing intolerance, bigotry, bias, and discrimination. The AAP is committed to using policy, advocacy, and education to encourage inclusivity and cultural effectiveness for all.