



## AMERICAN ASSOCIATION OF ENDOCRINE SURGEONS

### AAES Statement on Diversity, Equity, and Inclusion

The American Association of Endocrine Surgeons (AAES) seeks to develop, promote, and support a diverse workforce to provide expertise in endocrine surgical care to all patients. We welcome membership applications from anyone who meets the criteria set out in the AAES Bylaws including women, members of minority groups, protected veterans, and individuals with disabilities. The AAES is committed to a policy of nondiscrimination and equal opportunity for all persons and will not discriminate against any individual because of race or ethnicity, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status. Reasonable accommodation during annual meetings will be provided to persons with disabilities, and to accommodate religious practice.

The AAES is committed to diversity, equity, and inclusion in all of our activities within the organization and in our collaborations. We commit to the following:

- We will foster and maintain a safe environment of respect and inclusion for faculty, staff, trainees, students, AAES Members and guests;
- We will support our Diversity, Inclusion, and Equity Committee by ensuring that the committee reports directly to the AAES President & Secretary and is able to give collaborative input to the other active committees within the organization;
- We will develop programs and make organizational decisions that are informed by and responsive to the priorities of the diverse communities of which we are a part of and which we serve;
- We will intentionally strive to improve the diversity of the organization's leadership. Our broad definition of diversity will include race, ethnicity, nationality, class, religion, gender, sexual orientation, age, disability, veteran status, and practice setting;
- We will develop safe and effective ways for concerns related to diversity to be shared and addressed;
- We will integrate the principles of diversity, equity and inclusion in all programs, courses and scientific conferences supported by the AAES.