

# SNMMI Diversity, Equity, and Inclusion Task Force Statement

*Hyewon Hyun, MD, Chair, SNMMI Diversity, Equity, and Inclusion Task Force, and Alan Packard, PhD, SNMMI President*

The SNMMI Diversity, Equity, and Inclusion (DE&I) Task Force was created this year under the leadership of Alan Packard, PhD, SNMMI President, and is chaired by Hyewon Hyun, MD. With this new task force, SNMMI is working to embrace and integrate diversity, inclusion, and equity into its organizational values to intentionally enact change. This will require understanding of existing disparities and their root causes. Through the efforts of the task force over the last 2 months, proposed amendments to the SNMMI Bylaws have been initiated and a Diversity, Equity, and Inclusion statement has been adopted by the Board of Directors.

The proposed amendments account for major changes in the organizational framework of the bylaws to achieve DE&I among SNMMI leadership (i.e., officers, Board, House of Delegates, council/chapter leadership, membership, etc.). The DE&I Task Force petitioned that the current process, whereby only individuals who are current members of the House of Delegates (chapter, council, or center delegates) are eligible to serve as candidates for the Board of Directors, was too limiting and recommended that the SNMMI Bylaws be amended to allow for at least 2 of the 4 nontechnologist Director-at-Large positions to be selected from among qualified candidates in the general membership. The DE&I Task

Force further recommended that these individuals be elected by the general membership rather than the SNMMI House of Delegates. Finally, the DE&I Task Force also recommended that every effort be made to choose at least 1 candidate from a group that is underrepresented in the medical profession relative to their numbers in the general population (as defined by the Association of American Medical Colleges). These proposed amendments will be voted on during the SNMMI House of Delegates meeting in January.

The task force also developed a DE&I Statement to communicate SNMMI's vision and commitment to eliminate all forms of discrimination and to promote diversity, equity, and inclusion throughout the organization and for all its stakeholders. The complete statement is below.

We urge all nuclear medicine and molecular imaging professionals to commit to this statement and to support and actively participate in these efforts.

The efforts of the task force are just beginning. The launch event held in December was a success and served as an avenue to start this important conversation within the nuclear medicine and molecular imaging community. We are excited about the programming and educational events that are planned for this month and hope that you will join us!

## **Statement on Diversity, Equity, and Inclusion: SNMMI DE&I Task Force**

At SNMMI, we are proud to celebrate diversity and to champion an inclusive, safe, and welcoming environment that respects each member of our professional and patient community, regardless of such considerations as race or ethnicity, national or geographic background, sexual orientation or gender identity, religious or political beliefs, age, socioeconomic circumstances, and ability or disability.

We recognize that discrimination, violence, and aggression affect the lives of millions of people in the United States and around the world every day. As nuclear medicine and molecular imaging professionals, we are committed to promoting a diverse community that is dedicated to equity and excellence in research, education, patient care, and service. SNMMI is dedicated to eliminating disparities, based on race or any other form of discrimination, within the membership and leadership of the Society, by raising awareness, promoting advocacy, improving representation, and creating intentional educational programs.