

IDSA and HIVMA Reaffirm Commitment to Inclusion, Diversity, Access and Equity

Our dedication to advancing inclusion, diversity, access and equity in clinical practice, research and education is more crucial than ever.

March 26, 2025 By Infectious Diseases Society of America and HIV Medicine Association

This statement by Tina Tan, MD, president of the Infectious Disease Society of American (IDSA) and Colleen Kelley, MD, MPH, chair, of the HIV Medicine Association (HIVMA) was issued on March 25, 2025.

As we navigate the rapid changes in federal policies under the new Administration, the Infectious Diseases Society of America and the HIV Medicine Association remain dedicated to improving health outcomes for all and strengthening the public health system.

We reaffirm our [mission](#) and [core values](#), emphasizing that [inclusion, diversity, access and equity](#) (IDA&E) are essential to achieving these goals. Our commitment to health equity is unwavering as we strive to eliminate health disparities, ensuring everyone has a fair and just opportunity to achieve optimal health, regardless of social, economic or demographic background. Evidence shows that advancing health equity enhances public health and benefits everyone. These principles are a cornerstone of our strategic plan and will continue to be a priority throughout our efforts.

Recent executive orders related to diversity, equity, and inclusion threaten to undermine our progress toward these goals by restricting support for essential health care services that benefit marginalized communities, censoring health data, and limiting access to gender-affirming and reproductive care. These actions will exacerbate existing health disparities, particularly affecting historically underrepresented racial and ethnic groups, LGBTQ+ individuals, people with disabilities, and economically disadvantaged and geographically marginalized populations.

We have diligently integrated IDA&E principles into our culture and work, recognizing that these principles strengthen our ability to address the needs of all patients and communities. As a medical community tackling infectious diseases that know no borders, we draw on this strength to defend science and safeguard the future of our field and the diverse patients and communities our

members serve daily.

Our dedication to advancing IDA&E in clinical practice, research and education is more crucial than ever. We will ensure this commitment is reflected in our work at every opportunity, remaining dynamic and flexible to respond effectively to changes during these uncertain times.

IDA&E Are Key Components of Our Culture

Despite the uncertainty created by federal policy changes and Administration activities, IDSA's IDA&E goals, outlined in the Society's [2024 Inclusion, Diversity, Access and Equity Progress Report](#) and [IDA&E Roadmap and Strategy](#) approved by our Board of Directors in 2018, remain unchanged:

- Cultivate a welcoming environment where differences are embraced, valued and respected
- Ensure that processes, policies and practices foster fairness, belonging and equity
- Guarantee transparency to promote fair treatment and access to opportunities for all members
- Collect and share data to inform and educate the IDSA community and IDA&E initiatives
- Develop a diverse, robust and empowered ID/HIV workforce and leadership.

Advancing a Diverse ID Workforce

Building and sustaining a broad, diverse and valued [ID workforce](#) to improve patient care, advance science and promote public health is one of IDSA's [strategic priorities](#). In 2025 and beyond, IDSA will continue working to increase awareness of the ID profession among diverse populations and reduce barriers to pursuing the profession. This includes cultivating relationships and agreements with national institutions to promote ID careers among students, including those from a wide range of experiences and backgrounds, such as students from underserved areas and underrepresented populations.

In addition, IDSA is pursuing agreements with several medical school programs to attract diverse students to ID and promote ID careers and early-career support programs to diverse audiences — defined broadly — through pathway programs.

The Society remains dedicated to inspiring and equipping the next generation of ID professionals through initiatives like the [ID STEP](#) and the [iDMentorship365](#) programs. At the heart of these is a commitment to inclusion, ensuring that communities underrepresented in medicine have opportunities to thrive and that the ID workforce reflects the diverse populations it serves.

IDSA also continues to evaluate the Society's IDA&E workforce-related programs, awards, speaker selection processes and related data to inform refinements to strengthen the outcomes of these important activities.

Preparing for Future Challenges, Guided by Core Values

As we respond to changes in federal policies, IDSA and HIVMA will not waver in our commitment to our core values — including IDA&E and health equity — and to our members and the communities they serve.

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