



## **INTER-AMERICAN COLLEGE OF RADIOLOGY**

### **COMMISSION ON DIVERSITY, EQUITY, AND INCLUSION OF THE INTERAMERICAN COLLEGE OF RADIOLOGY**

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In recent years, several radiological scientific societies have referred to the discrimination of both women and other minorities, not only as professionals in accessing job positions but also in accessing radiological tests as patients.

The Interamerican College of Radiology (CIR) has shown its sensitivity and concern, and during the RSNA congress in 2022, Dr. Jorge Vidal initiated a working group on diversity, equity, and inclusion (DEI), which included Dr. Amanda Marrero (Puerto Rico), advisor to ACR and CIR, and Dr. Elena Parlorio, head of strategy for SERAM and president of the Murcian Society of Radiology (SORMU). Throughout 2023, they have developed the foundations and objectives for a future DEI commission, collaborating with radiologists from other countries to define the Mission, Vision, and Values of the commission and to design the working groups that will be established in 2024. This commission was presented at the CIR Assembly during the RSNA congress in 2024, and both are co-directors.

We are creating these working groups in order to assess the situation in each country and see what we can do. This is not only regarding gender but also situations of discrimination based on race or other reasons, as well as difficulties in accessing healthcare in challenging locations, among others. It is a long-term effort.

#### **Mission**

To promote, adapt, defend, and advance diversity, equity, and inclusion through the Interamerican College of Radiology (CIR). This includes, but is not limited to, developing policies, conducting research, and fostering a culture of inclusion.

#### **Vision**

It should reflect the aspirations of the CIR for DEI. This includes a vision of workplaces free from discrimination and prejudice, where all individuals are valued and respected for their unique contributions and perspectives.

#### **Values**

The commission must include individuals from diverse backgrounds, experiences, and perspectives. This diversity helps ensure that recommendations and initiatives are inclusive and address the needs of the

Commission on Diversity, Equity, and Inclusion  
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organization.

### **Objectives**

To raise awareness and increase recognition of the value that diversity brings, making the radiological profession and the CIR more welcoming and inclusive for women and underrepresented minorities in medicine. To improve professional opportunities, participation, representation, and contribution of women and minorities in radiology.

Outline / Organizational Chart of the Commission.

- A. **Leadership / Executive Committee:** To oversee the operations of the commission, including the formation of groups, directing the operational plan, setting time parameters, creating and managing budgets (if applicable), generating quarterly reports, and leading quarterly meetings, among other responsibilities.
  
- B. **Group Leaders:** To coordinate group meetings and ensure that objectives are met, to present the summaries of the working group at quarterly meetings, and to identify the strategies and objectives of the group.
  
- C. **Working Groups:**
  - 1. Mentorship: The mission is to carry out academic or mentorship activities.
  - 2. Management: To evaluate the college's statutes, policies, and to uphold the vision and mission of the group.
  - 3. Administrative: To coordinate meetings, act as an intermediary, and disseminate information, programs, and opportunities created by the commission.
  - 4. Educational: To prepare educational materials, conduct research, and develop practices for the dissemination of information, as well as to review and prepare changes to CIR policies and procedures that promote equity.
  - 5. Commission Leadership: Coordinator of Group Leaders.

### **Future of the Commission**

- A. To create a digital editable portal or document to invite members to the commission.
  
- B. To invite and recruit members for the commission.
  
- C. Use of surveys to document current information on diversity, equity, and inclusion in Radiology.
  
- D. To prepare a webinar on DEI.
  
- E. Mandatory DEI course for board members and representatives of the

CIR.

- F. To prepare free materials to assist different societies in establishing their own DEI commissions.

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