



HONG KONG ACADEMY OF MEDICINE 香港醫學專科學院

Positional Statement on Diversity, Equity and Inclusivity in Medical and Dental Training

The Hong Kong Academy of Medicine (The Academy), a statutory body with a membership of over 9,000 Fellows under its 15 specialty Colleges, supports the principles of diversity, equity and inclusivity in relation to professional training. It acknowledges the benefits that healthcare professionals be as diverse as the community which they care for, and strives to promote a culture of inclusivity, providing equal opportunities for individuals who aspire to become professional medical and dental specialists, regardless of their gender, age, race, religion, sexual orientation, disability, and social or economic status.

The Academy respects differences as they often drive innovative ideas and solutions. It welcomes all Fellows and individuals with different expertise who wish to take part in protecting the health of the community through supporting the work of the Academy and its Colleges. In 2022, a [Gender Diversity Policy](#) was endorsed by the Academy Council to ensure that the composition of councils and committees at both the Academy and College levels have balanced skills and experience with a mix of gender where possible, engaging a wide range of insights from members of different genders and backgrounds.

In 2024, the Council endorsed a set of [Guidelines for Handling of Requests of Specialist Trainees with Disability or Special Educational Needs \(SEN\)](#) aimed at promoting positive educational outcomes and meeting the objective of equal opportunities for specialist trainees with SEN, while maintaining professional standards required for training of medical / dental specialists in Hong Kong. The Academy's guidelines will serve as a template for individual Colleges to set their own principles and procedures in handling requests for special accommodation from trainees with SEN.

To further show the Academy's support to Fellows and specialist trainees with SEN, the Task Force on Well-being under the House Committee issued a statement of support, welcoming such Fellows and trainees to use resources dedicated to promoting doctors' well-being under the "ASAP" approach - Awareness, Self-care, Ask for help, Promotion of well-being.

In striving for diversity, equity and inclusivity, the Academy will continue to garner the richness of different views, experiences, and backgrounds to provide the best training in Medicine and Dental Surgery for the benefit of patients and the community.