

***Annals of Emergency Medicine* Commitment to Diversity, Equity and Inclusion**

Our mission is to publish high quality, peer-reviewed manuscripts submitted by authors and evaluated by referees and editors of all backgrounds. Our goal is to improve emergency care by advancing the science. We respect and value diverse perspectives and we learn from people with different experiences. *Annals of Emergency Medicine* seeks diversity, equity and inclusion on our editorial board, in our peer review processes, among our authors, and within our published content.

To achieve what we seek, we have initiatives in many areas:

Editorial Board and Staff. We want the editorial board and staff at *Annals of Emergency Medicine* to represent the racial, ethnic, gender, and geographic diversity of the public we serve. We embedded principles of diversity, equity and inclusion in the recruitment and selection criteria for editorial board members, including the Resident Fellow position. We will provide resources and guidance to our staff and journal editors on improving diversity and inclusion in publishing.

Peer Reviewers. We pledge to increase the diversity of our peer reviewer pool through active recruitment of underrepresented members. This includes considering racial, ethnic, gender, and geographical diversity in reviewer selection. To further mitigate bias, *Annals of Emergency Medicine* uses a system of double-anonymized peer review.

Authors. We welcome and encourage submissions from authors of all backgrounds. For invited content, such as editorials, we commit to recruiting diverse and underrepresented authors.

We amplify research in emergency medicine from low- and middle- income countries with a global research highlights feature. *Annals* partners with a group of selected journals of international emergency medicine societies to share from each journal a highlighted research study selected monthly by their editors. Our goals are to increase awareness of our readership to research developments in the international emergency medicine literature, promote collaboration among the selected international emergency medicine journals, and support the improvement of emergency medicine world-wide, as described in the World Association of Medical Editors (WAME) statement at <http://www.wame.org/about/policy-statements#Promoting%20Global%20Health>.

Encouraging Diverse and Equitable Language and Referencing. We pledge that content published in *Annals of Emergency Medicine* is free from bias, is representative of our diverse readership, and that the language is inclusive and sensitive to our communities. We have specific policies for sex and gender (https://www.annemergmed.com/content/policies-sex_and_gender_equity) and race and ethnicity (<https://www.annemergmed.com/content/policies-reporting-race-ethnicity>) in our publications that we revise and update as necessary.

Transparency. We commit to a publishing process free from bias and prejudice. We follow the principles of the International Committee of Medical Journal Editors (ICMJE). We publish articles that examine the peer-review process scientifically in our special collection on the Science of Peer Review (<https://www.annemergmed.com/content/sciencepeer2>). We pledge to provide regular reports on our diversity status with our yearly Journal Performance Report, and more frequently if circumstances warrant any disclosure or concern. We accept all feedback and will use this to guide actions.

Diversity and Inclusion Topics. We seek journal content that educates clinicians and readers with research on prejudice, racism, and discrimination in all its forms and inequities and resultant health disparities. We also pledge to publish articles promoting best practices to foster diversity, equity and inclusion in clinical care and workforce development. As part of our commitment to increase the visibility and impact of research addressing Diversity, Equity, and Inclusion (DEI) principles, we have collated a special collection of articles published in *Annals of Emergency Medicine* on the journal website: “Equity in Health Care” (<https://www.annemergmed.com/equity-in-health-care>) or via Science Direct “Special Article Collection on Equity in Health Care” (<https://www.sciencedirect.com/journal/annals-of-emergency-medicine/special-issue/10SC1W0XMW6>).

Ensuring Accessibility. *Annals of Emergency Medicine* participates in the “Research4Life.” <https://www.research4life.org/> Program (formerly known as Health InterNetwork Access to Research Initiative (HINARI)), established by the World Health Organization (WHO) with multiple publishers to enable low- and middle- income countries to have access to the world’s biomedical and health literature.