



**A Comprehensive Policy Framework to Understand and Address
Disparities and Discrimination in Health and Health Care:
A Policy Paper from the American College of Physicians (2021)**

In this policy paper the American College of Physicians lays out a framework that confronts the various, interconnected, and compounding aspects of U.S. society that contribute to poorer health outcomes for persons based on their race, ethnicity, religious, and/or cultural identities.

***Annals of Internal Medicine* full text:** <https://www.acpjournals.org/doi/10.7326/M20-7219>

In a related series of three companion papers, published at the same time, ACP further proposed specific policy recommendations to address the issue in education and the health care workforce, for specific populations, and in criminal justice practices.

Understanding and Addressing Disparities and Discrimination in Education and in the Physician Workforce:

https://www.acponline.org/acp_policy/policies/understanding_discrimination_in_education_physician_workforce_2021.pdf

Understanding and Addressing Disparities and Discrimination Affecting the Health and Health Care of Persons and Populations at Highest Risk:

https://www.acponline.org/acp_policy/policies/understanding_discrimination_affecting_health_and_health_care_persons_populations_highest_risk_2021.pdf

Understanding and Addressing Disparities and Discrimination in Law Enforcement and Criminal Justice Affecting the Health of At-Risk Persons and Populations:

https://www.acponline.org/acp_policy/policies/understanding_discrimination_law_enforcement_criminal_justice_affecting_health_at-risk_persons_populations_2021.pdf