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June 5, 2020

Dear AED Members,

In recognition of and solidarity with Black Lives Matter and on behalf of the AED Diversity, Equity and Inclusion Advisory Committee to the Board, we are writing now to offer insights on some immediate and longer-term plans we are putting in place to tackle systemic anti-Black racism and White supremacy within the eating disorder field.

As a community of largely health professionals, we know that racism is a global public health issue. Within that sweeping statement, we must recognize that specifically anti-Black racism is a global public health issue. While the spotlight it is currently on the US, anti-Black racism is not exclusive to the United States. Anti-Black racism is evident in many parts of the world, particularly where there are legacies of slavery and colonialism as well as in majority White countries across Europe and North America in addition to Australia and New Zealand.

How we, as a (currently) predominantly White organization, show up for our Black colleagues, patients, and members of our wider eating disorder community is something that is going to take work, commitment, and consistent effort. We collectively need to keep our foot on the gas (to borrow an expression we keep seeing on Twitter).

The AED Diversity, Equity, and Inclusion Advisory Committee to the Board was established last year in recognition of the work that is required in this space. Over the past year, we have been meeting together each month to thoughtfully strategize on how to create systemic long-term change on issues relating to DEI, and this month, our co-chairs Marcella Raimondo and Alvin Tran will be making recommendations for consideration by the board. We hope to continue to hear from you as we commence our second-year term as the DEI Committee so we can go further in actualizing sustainable change.

In the more immediate term, we want to alert you to three things. First, earlier this week, AED President Dr. Bryn Austin issued a [statement](#) directly addressing the police murder of Black people in the US. Second, the AED has set up a [new community space](#) created to share resources on doing anti-racism work within the field of eating disorders.

And finally, over the course of the next three weeks of Virtual ICED 2020, through the Poster Session and the Mobile App, the DEI Committee will be seeking your thoughts and input on three key questions:

- What action steps can AED take to make ICED more accessible and inclusive to members, especially members of marginalized communities?
- How can the Diversity, Equity, and Inclusion Committee advocate for your needs to AED?
- Would you like to continue our community conversations at ICED 2021? If yes, what ideas do you have for ongoing dialogue? If no, please tell us why not.

We imagine that you, like us, will be feeling a range of emotions from rage to sorrow in response to the current civil rights movement in the US and are looking for ways to take action. We encourage you to use the resources and post valuable resources you are aware of to create lasting impact in your zone of influence at work and in the wider community beyond this cultural moment.

In solidarity,

AED Diversity, Equity, and Inclusion Advisory Committee to the Board