


FY21 Diversity, Equity & Inclusion Year in Review Report



 American
Lung
Association.

Diversity
Equity
Inclusion



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Letter from Leadership

A year ago, our nation experienced injustices and social unrest that compelled the American Lung Association to reflect on what we can do to embed diversity, equity, and inclusion fully and genuinely within the organization and the communities we serve.

As we continue addressing the health disparities that exist within the US, we as an organization need to ensure we speak to and address the unique needs of all populations with an understanding of the disproportionate impact of systemic racism and social injustice on the health of certain communities. As such, we are directing staff and engaging volunteers with this renewed focus.

In August 2020, we announced the formation of the Lung Association's first-ever Diversity, Equity and Inclusion (DEI) Council. The staff-based council seeks to advance the organization's lifesaving mission while fostering and implementing DE&I in the Lung Association's practices, programs and processes.

In less than a year, the Lung Association is proud to have taken several actions based on the DEI Council's recommendations and in partnership with the Executive Leadership Team (ELT), staff and volunteers, including:

- Adding Juneteenth to our paid holiday schedule;
- Actively acknowledging several observances internally, and externally on our social media platforms and website;
- Initiating an annual survey to gauge staff sentiments on DEI within the organization;
- Launching a DEI landing page on Lung.org that highlights Lung Association resources addressing health disparities among Black, Latino, Asian American, Pacific Islander, Native Hawaiian and LGBTQ+ communities;
- Creating internal monthly discussions to broaden staff knowledge of and appreciation for DEI; and
- Influencing the communications of the organization to include culturally relevant and sensitive information.

This is just the beginning. The DEI Council and ELT are currently working together with Lung Association staff on many more ways to advance DEI in all assets of our mission work, not just externally, but within the ranks of our organization. Objectives of the DEI Council include:

- Build capacity and competency to lead and manage a diverse workforce.
- Create a work environment that ensures equitable access for all to opportunities for professional growth and advancement.
- Develop staff cultural competence and responsiveness to maximize our effectiveness in community engagement with historically underrepresented constituents and partners, considering and respecting their unique perspectives, experiences, contributions, and needs.
- Foster an inclusive environment so that all association leaders, staff, and board members are confident in talking about race, racism and its implications for the organization and the communities we serve.

We hope all staff, volunteers, and supporters will join us in celebrating the work of the DEI Council these past 12 months and ongoing efforts of staff nationwide to drive equitable and sustainable community health impact, which builds on our legacy of work to address health disparities. We look forward to the Lung Association building upon these efforts in the coming years.



Harold Wimmer

Harold P. Wimmer
National President & CEO



Stephen R. O'Kane

Stephen R. O'Kane
National Board Chair



Kristina A. Hamilton

Kristina A. Hamilton, MPH
National Chair, DEI Council
Advocacy Director,
Illinois & Iowa



May 25, 2020

Death of George Floyd



June 2, 2020

Public statement issued by the American Lung Association



June 25, 2020

Diversity & Inclusion Council created



August 2020

Council name changed to Diversity, Equity & Inclusion

National Diversity, Equity & Inclusion Council (as of June 30, 2021)



- **Candace Alexander**, MEd, Director, Health Promotions (Phoenix, AZ)
- **Daniel Bowler**, Director, Development (Providence, RI)
- **Erica Costa**, MPPA, Director, Advocacy (Sacramento, CA)
- **Felicia Fuller**, DrPH, Director, Health Promotions (Chicago, IL)
- **Kristina Hamilton**, MPH, Director, Advocacy; Council Chair (Chicago, IL)
- **Pedro Haro**, MPH, Executive Director (Honolulu, HI)
- **Ranjana Kodwani**, MPH, National Specialist, Cessation Policy (Washington, DC)
- **James Martinez**, Senior Director, Communications (Chicago, IL)
- **Nicole Reyes**, Senior Manager, Development (Fort Lauderdale, FL)
- **Maureen Rovas**, MBA, Executive Director (Detroit, MI)
- **Rochelle Smalls**, MBA, Executive Director (Atlanta, GA)
- **Maxine Tatlonghari**, Director, Development (Los Angeles, CA)

Staff Engagement: Open Houses

In October, the DEI Council began hosting national monthly open houses to share internal updates with staff and to provide opportunities for staff to discuss and learn about important DEI-related topics. On average, 30% of all employees attended these voluntary events.

“The DEI Open Houses for staff have given me a place to listen and truly hear the concerns and ideas of my fellow colleagues and friends, which is really the first time I have ever experienced a safe space to learn, understand, and grow not only professionally, but personally as well. I have been truly amazed with the actions that the Council has been able to take in only one year, and I really look forward to the continued investment in DEI within our organization. When you can’t breathe, nothing else matters; and the Diversity, Equity and Inclusion Council has taught us that applies beyond just lung health.”

Kaelyn Gates, Director | Development
(Buffalo, NY)



Staff Engagement: Testimonials

“I’ve been at the American Lung Association for 2+ months. During my time, I appreciate everything ALA has done with its DEI webinars. ALA has really helped me gain a better understanding of various groups within our organization. It was good to hear everyone speak on topics relating to race, sexual orientation, and gender identity. These are very important topics to be discussed and I love that the ALA is trying to be at the forefront of inclusion by highlighting these various groups and providing them with a platform to have open and honest discussion. As a minority man, I appreciate the effort that ALA has put into this endeavor and for making everyone feel valuable.”

Andre Williams, National Digital Analyst (Chicago, IL)



“I greatly appreciate the DEI’s work over the past year. DEI’s Initiatives has allowed for not only learning but also fostering and cultural norms and practices among staff, stakeholders, and those we serve. The DEI open houses are a forum for staff to gather, learn and share, particularly during a difficult time in our country.”

Erin Smith, Specialist | Health Promotions (Omaha, NE)

“I had not attended a DEI Monthly Open House call until I assisted the Council with a project and wanted to be present in case there were any questions – as a straight, white man who considers himself an ally, I figured it was a call I could skip. But when I did join, I was blown away by the quantity and range of personal experiences that were shared. It serves as a great reminder of the diversity of perspectives both in the Lung Association and worldwide, as well as strengthening one’s connection and shared humanity with fellow staff. For these reasons, it is a call I would encourage everyone to attend, regardless of their expectations concerning it.”

Zach Jump, National Director | Epidemiology and Statistics | Research (New York, NY)



Staff Engagement: Testimonials

“The Diversity, Equity and Inclusion (DEI) Council has made tremendous strides in the American Lung Association’s mission of not only improving lung health but also addressing racial and social disparities that negatively affect quality of life. I have had the pleasure of attending several DEI open houses and office hours throughout this past year, and I can truly say that I have learned so much during these convenings. I’ve learned how to create a better and safer environment for the LGBTQIA+ community, I understand more deeply the ramifications of social injustice in our society, and my appreciation for cultures that I did not have much knowledge about previously, has increased substantially. What I’ve learned through the DEI does not only aid in my professional development but also in my personal growth.”

Stephanie Ramirez, Specialist | Health Promotions
(White Plains, NY)



“Personally, and professionally, serving others, especially marginalized communities, has always been at the forefront of my life. I have spent my entire career working to better the health of others and as a result, diversity, equity, and inclusion have always been at the core of my personal and professional life. The numerous events our country has gone through over the last 2 years have forced our nation to see our world through a DEI lens. As an American Lung Association employee I am proud of the expansion of work we have done in DEI this year. I have truly valued the training opportunities spearheaded by the DEI Council this year. Trainings and discussions have allowed me to further my knowledge and understanding, resulting in me better serving partners, constituents, and my staff. I appreciate and value the work we have done in this space and look forward to seeing what new trainings and opportunities we will collaborate on in the future, as there is always something new to learn!”



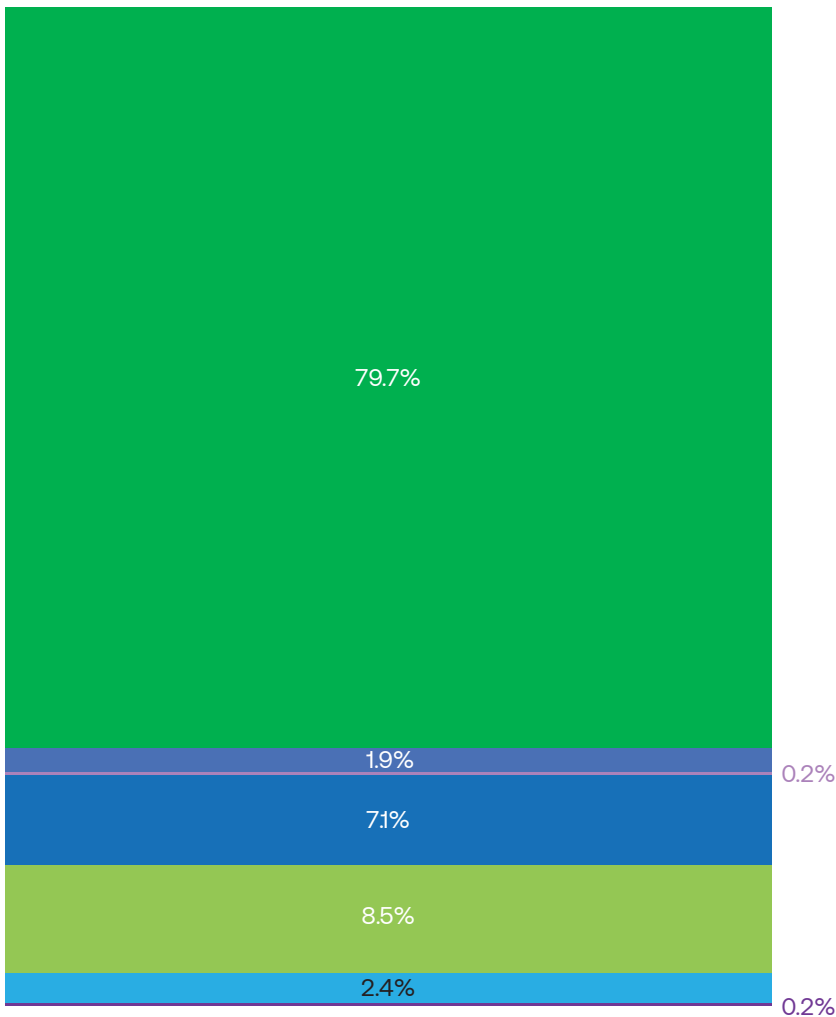
Amber Pelletier, Division Director | Health Promotions | Eastern
(Framingham, MA)

Staff Demographics | FY21 Baseline

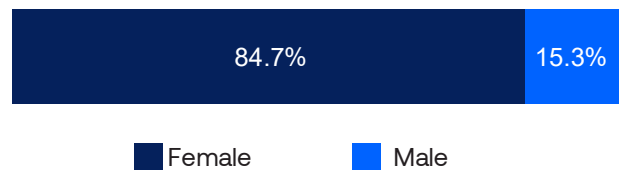
Overall American Lung Association Workforce Representation (424 employees as of June 30, 2021)

A thorough evaluation of our data indicates that we need to continue to increase racial and ethnic diversity and do so in a thoughtful way. Through conversations with leadership and staff, we will develop goals that will help guide our organization on this journey.

RACE/ETHNICITY



GENDER



- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Pacific Islander
- Two or more Races
- White

DEI Strategy Development

In an effort to fully embrace DEI within the American Lung Association and the communities we serve, we began to devise a national DEI strategy to advance our lifesaving mission while fostering DEI in our practices, programs and processes. The strategy includes several key priorities and goals we plan to execute in FY2022. The strategic areas of our DEI strategy are:

Workforce

- Talent Recruitment & Retention
- Talent Development & Advancement

Workplace

- Equity & Culture of Inclusion

Marketplace

- Strategic Imperatives & Mission Focal Points
- Community & Constituent Relations

Honoring National Observances

We acknowledge that a critical step towards a more inclusive environment is for staff to become more mindful of major religious observances when scheduling important events and meetings. We developed and distributed a new resource with significant religious holidays listed to help achieve this goal.

In addition, we determined which major observances we would formally recognize as an organization to celebrate the contributions of various communities in the U.S. and to showcase our tailored and dedicated resources for diverse groups. The observances we chose to formally recognized are:

Observance	Dates
Black History Month	February 1 - March 1
Women's History Month	March
Asian American and Pacific Islander Heritage Month	May
LGBTQ+ Pride Month	June
Hispanic Heritage Month	September 15 – October 15
Native American Heritage Month*	November

*Will be recognized for the first time in FY22

Recognizing Juneteenth as a Company Holiday

Announced January 8

251 Webpage Views

Recognizing the Juneteenth Holiday

Reflecting on our past and hopeful for the future

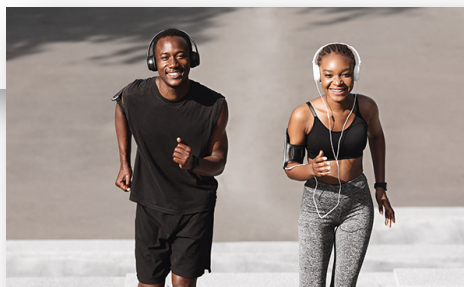


Each Breath Blog
Back to Each Breath Blog

by Kristina Hamilton | June 15, 2021

Topics: Impact

In the wake of the tragic death of George Floyd, the American Lung Association has sought to bring more attention to national observances that honor diverse experiences. In the spirit of this, for the first time, the Lung Association is recognizing Juneteenth as an official holiday for our staff and closing our offices.



American Lung Association. Fight For Air Climb. Diversity Equity Inclusion.

Webinars

In collaboration with our DEI Council, the Lung Association hosted a series of webinars specifically focused on lung health disparities in historically underrepresented communities and transgender cultural awareness.

	SPEAKERS	REGISTRANTS	Recorded webinar views (as of June 30)
 <p>Addressing Lung Cancer Disparities in Black Men No Patient Left Behind: Black Men and Lung Cancer Webinar</p> <p>Friday February 19, 2021 11 a.m. CT</p> <p>American Lung Association Diversity Equity Inclusion</p> <p>https://youtu.be/XFODytdo-KU</p>	<p>Dr. David Tom Cooke, University of California, Davis Medical Center & Dr. Khadijah Mitchell, Lafayette College</p>	<p>248</p>	<p>210</p>
 <p>Educational Webinar: Asian Americans, Native Hawaiians, and Pacific Islanders and Lung Health</p> <p>Thursday, May 27 9 a.m. HST 12 p.m. PST 2 p.m. CST</p> <p>American Lung Association Diversity Equity Inclusion</p> <p>https://youtu.be/LihJsW-rGWQ</p>	<p>Rod Lew, Asian Pacific Partners for Empowerment, Advocacy and Leadership & Kim Birnie, Papa Ola Lokahi</p>	<p>126</p>	<p>114</p>
 <p>Educational Webinar Transgender Cultural Fluency & LGBTQ+ Lung Health Disparities</p> <p>Monday, June 14 12 p.m. PST 3 p.m. EST</p> <p>American Lung Association Diversity Equity Inclusion</p> <p>https://m.youtube.com/watch?v=fEW_aoXppp4&feature=youtu.be</p>	<p>Adrien Lawyer, Transgender Resource Center of New Mexico & Dr. Jamie Garfield, Temple University Hospital</p>	<p>224</p>	<p>241</p>

Digital & Social Media Highlights

In May, we developed a comprehensive website dedicated to diversity, equity and inclusion to highlight the many tailored American Lung Association resources available for various communities.

The webpage includes:

- Our DEI Mission
- Our DEI Council webpage
- Resource pages for Black, Latino, AAPI and LGBTQ+ communities
- Blog posts
- Videos/recorded webinars



Lung.org/Diversity

American Lung Association

Call Our Help Line
Ask a Question

Shop Blog LUNG FORCE Help & Support Español Login

Search

Lung Health & Diseases Quit Smoking Clean Air Research & Reports Policy & Advocacy Get Involved **DONATE**

Financial Statements
Patient Advisory Groups
Awards
Contact Us

Lung Health and the Black Community
Lung health disparities persist among Black Americans, especially in lung cancer and menthol cigarette use. The American Lung Association is working to address these disparities and the systemic issues that perpetuate them.
[LEARN MORE](#)

Lung Health and the Latino Community
Notable health disparities exist in the Latino community, especially in asthma and tobacco-related cancer. Discover lung health facts and resources specifically for the Latino Community, including resources in Spanish.
[LEARN MORE](#)

Lung Health and AAPI Communities
Asian American and Pacific Islander populations are diverse and expansive in language, regions, and cultural practices. Health data disaggregation is important to reduce health inequalities amongst AAPIs.
[LEARN MORE](#)

Recent Diversity, Equity & Inclusion Blog Posts

Black Americans

- [Sunnyside: A First Hand Account of a Tuberculosis Sanitarium](#)
- [A History of Mistrust: Addressing the Inherent Racial Bias in the U.S. Healthcare System](#)

There were 246,060 total Impressions for National DEI Observance social media content

Digital & Social Highlights

Hispanic Heritage Month 2020



Impressions: 3,816
Engagement Rate: 5.74%

Main Webpage

227 Views

Indigenous Peoples' Day 2020



Webpage Views

1,666 Views

Digital & Social Highlights

Black History Month 2021



Impressions: 49,569
Engagement Rate: 0.96%

Main Webpage

1,279 Views

Women's History Month 2021



Webpage Views

178 Views

Digital & Social Highlights

Asian American & Pacific Islander Heritage 2021



Impressions: 1,235
Engagement Rate: 4.2%

Main Webpage

540 Views

LGBTQ+ Pride Month 2021



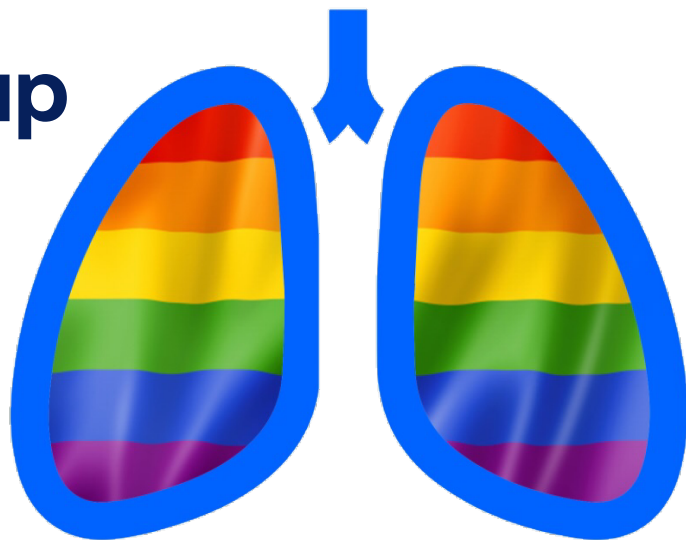
Impressions: 1,478
Engagement Rate: 4.74%

Main Webpage

922 Views

Spotlight: LGBTQ+ Pride Working Group

In April, the DEI Council created its first Observance Working Group comprised of Lung Association colleagues with a specific interest in helping the Council celebrate LGBTQ+ Pride Month (the month of June). Led by a member of the Council, this group of 12 colleagues helped coordinate a series of activities to celebrate Pride Month, including:



- Pride Month Webpage
- Celebratory staff compilation video featuring Harold Wimmer, President & CEO
- Educational Webinar: Transgender Cultural Fluency & LGBTQ+ Lung Health Disparities
- LGBTQ+ lung health information and resources, including tobacco use, COPD and asthma
- Volunteer and staff spotlight stories
- Social media assets, including TikTok
- LGBTQ+ program and partnership highlights
- Each Breath Blog on LGBTQ+ lung health
- Lungcast feature with Dr. Albert Rizzo, Chief Medical Officer

The DEI Council will continue these Working Groups for other major observances throughout the year. These groups will play an important role in identifying influential volunteers, communities and influencers to broaden our engagement and perspective and amplify the Lung Association's message and commitment to diversity, equity and inclusion.

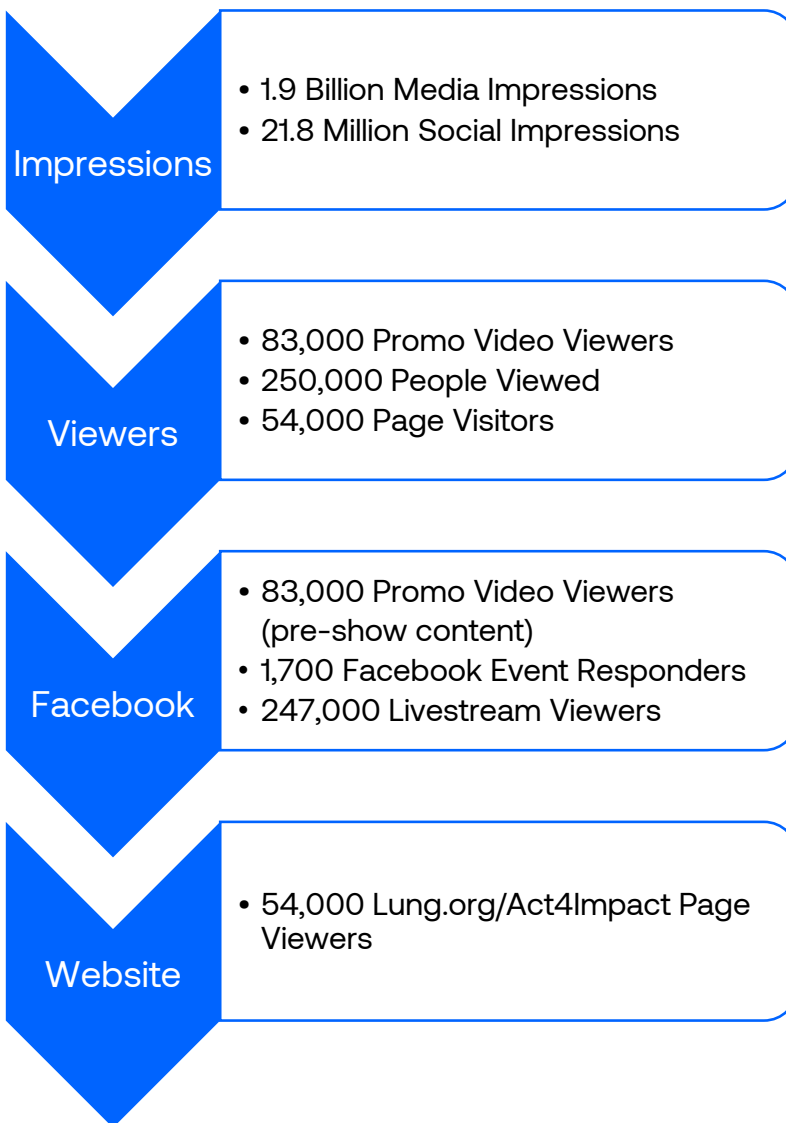
COVID-19: #Act4Impact Benefit Event

Through the Act4Impact benefit hosted by Queen Latifah, our number one goal was to raise funds for the Lung Association's [COVID-19 Action Initiative](#) to provide public health education and advocacy to communities of color and help protect against current and future threats of COVID-19 and respiratory viruses.



**#ACT4!
IMPACT!**
Queen Latifah | American Lung Association

September 26, 2020



As a part of Act4Impact, Allergist and National Medical Spokesperson for the American Lung Association, Dr. Juanita Mora highlighted the impact of COVID-19 on essential workers in a predominantly Latino Chicago neighborhood and her critical work to reach them in this [short documentary](#).

COVID-19: Better for It Vaccine Education Toolkits



Better For It Vaccine Education Toolkits

Proudly supported by



We worked with the Center for Black Health and Equity, League of United Latin American Cities, and numerous other organizations to develop several vaccine toolkits called the “Better for It Series”. The Series was made possible with support from Anthem Foundation, the philanthropic arm of Anthem, Inc. The toolkits share fact-based information in a culturally relevant guides for Black Americans, Latinos, Indigenous Peoples, Koreans, Chinese individuals, as well as a general guide. The guides are designed to help trusted community leaders further conversations about COVID-19 vaccines and encourage people to decide for themselves after evaluating information.

We secured six mini-grants awardees to work with us on addressing vaccines through a nationwide approach. The organizations included:

- National Black Nurses Association
- Black Women’s Health Alliance
- El Sol Neighborhood Educational Center
- Variety- the Children’s Charity of the Desert
- The Virginia Nottoway Indian Circle & Square Foundation, Inc.
- Meherrin Nation (Tribe)

COVID-19: Public Service Announcements

As complements to the vaccine toolkits, we developed educational videos featuring American Lung Association spokespeople, Drs. Juanita Mora and Jamie Rutland targeted at Black and Latino communities to highlight ways to overcome vaccine hesitancy. The viewership of these videos was widespread with over 1 million impressions.

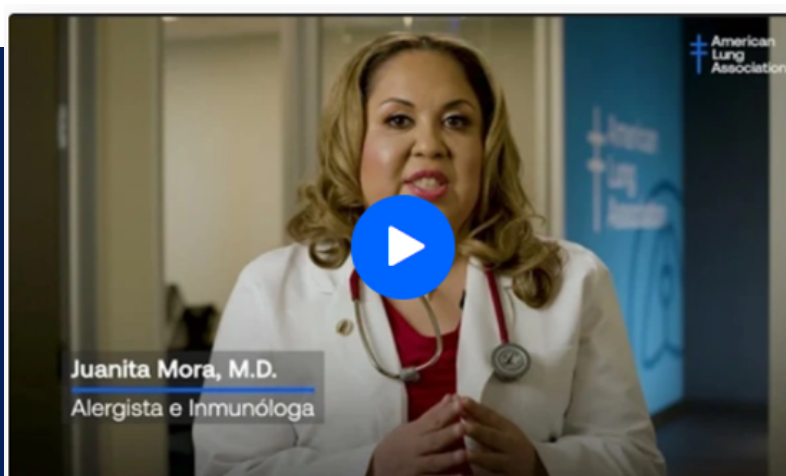


Cedric "Jamie" Rutland, M.D.
Pulmonary and Critical Care Physician

Immunizations have long been a topic of hesitancy in the Black community. Our national spokesperson, Dr. Cedric "Jamie" Rutland, addresses the negative history of vaccine research in the Black community and the importance of receiving COVID-19 vaccinations.

[WATCH VIDEO](#) ▶

<https://www.youtube.com/watch?v=cJrSJVS3Sds&t=10s>



Juanita Mora, M.D.
Alergista e Inmunóloga

Las vacunas han sido durante mucho tiempo, un tema de vacilación en la comunidad latina. Nuestra portavoz nacional, la Dra. Juanita Mora, aborda las muchas preocupaciones válidas que muchos pueden tener y la importancia de recibir una vacuna COVID-19.

[WATCH VIDEO](#) ▶

Spanish: <https://www.youtube.com/watch?v=NariOyewnBU&t=2s>

English: <https://www.youtube.com/watch?v=WxjqFynV1kA>

COVID-19: Faith Leaders & Town Hall



Virtual Town Hall on COVID-19, Air Pollution, and Racial Disparities

On July 15, we hosted a virtual town hall along with the American University Center for Environmental Policy titled, [“Air Quality and COVID-19: Connections, Health Impacts, and Racial Disparities.”](#) This town hall addressed recent research suggesting that individuals who have faced long-term exposure to fine particulate matter (PM 2.5) face higher rates of COVID-19 mortality, and the research showing that people of color, particularly Black Americans, face greater than average risks from the health impacts of both air pollution and COVID-19. The event had more than 2,500 registrants.

Faith Leaders on Vaccination

We partnered with the Conference of National Black Churches (CNBC) for our Trusted Voices, Trusted Content, Trusted Spaces vaccine education project. As some of the most trusted voices in the Black community, faith leaders are often relied upon for guidance on very complex issues. [Contact us](#) for more information.

COVID-19: White House Vaccination Task Force



- On June 2, President and CEO Harold Wimmer was invited to the White House as a founding partner of the White House Vaccination Task Force.
- As a founding partner of the White House Vaccination Task Force, the American Lung Association is focused on helping people in the U.S. achieve a 70% vaccination goal. With race, ethnicity and socio-economic status putting certain communities at highest risk of COVID-19 infection, it is especially critical that communities most at risk get vaccinated.
- As a critical partner in this effort, the American Lung Association continues to leverage all influence and channels to assist with this goal: to urge all people in the U.S. who can get vaccinated do it without delay.

Community Impact: Health Promotions

- Funded by the **Pennsylvania** Department of Health, we partnered with Bradbury Sullivan LGBTQ Center to provide tobacco control programs to the LGBTQ+ community. This ongoing partnership is extensive and allows us to provide the meaningful tobacco control assistance within the LGBTQ+ community.
- In **Delaware**, our tobacco control efforts included a focus on LGBTQ+ youth and young adults. Camp Rehoboth's CAMPQuit Program targets the critical group of older LGBTQ+ smokers, many of whom have been smoking for 20-30 years and who also meet criteria for older smokers. Funding was made possible through the Division of Public Health's Community Outreach Contract. Funding for the Contract was provided by the Delaware Health Fund.
- In **California**, we developed information about how to protect lung health during wildfire season in Mandarin, Vietnamese, and Tagalog. We distributed these materials in these languages via culturally vibrant community "hubs" with high concentrations of multi-ethnic businesses and residents. The project is funded by San Diego County.



Quý Vị Đã Sẵn Sàng Ứng Phó Với Cháy Rừng?

Bảo Vệ Phổi Trong Lúc Có Cháy Rừng

- Hãy ở trong nhà và luôn đóng kín cửa sổ, cửa ra vào và van gió của lò sưởi. Dùng khăn ẩm ướt chèn vào khe dưới cửa ra vào.
- Dùng máy điều hòa không khí hoặc máy lọc khí để lọc bớt các hạt độc hại trong khói.
- Nếu quý vị phải đi ra ngoài, hãy đeo khẩu trang phù hợp (Bộ lọc tiêu chuẩn N95 hoặc N100) và bảo đảm khẩu trang vừa khít với khuôn mặt.
- Đóng kín cửa sổ ô tô khi lái xe và mở chức năng thông gió trong xe ở chế độ "tái tuần hoàn".
- Nếu quý vị có bệnh phổi, hãy lập một kế hoạch ngay lúc này với bác sĩ của quý vị và theo dõi các triệu chứng.
- Kiểm tra Chỉ số Chất lượng Không khí (AQI) hàng ngày trước khi đi ra ngoài (xem ở mặt sau).



Hãy tìm hiểu thêm tại Lung.org/wildfires

Wildfire educational postcard in Vietnamese

Hiểu Về Chỉ Số Chất Lượng Không Khí (AQI)

Bảng dưới đây giải thích các mức chất lượng không khí khác nhau và các ảnh hưởng tiềm tàng đến sức khỏe. **Quý vị có thể bảo vệ sức khỏe hô hấp của mình nếu biết được AQI hàng ngày!**

CÁC MỨC CHỈ SỐ CHẤT LƯỢNG KHÔNG KHÍ GÂY LO NGẠI CHO SỨC KHỎE	CHỈ SỐ	Ý NGHĨA
Tốt	0 đến 50	Chất lượng không khí được xem là thỏa đáng và ô nhiễm không khí đạt ra ngay cơ nhỏ hoặc không có ngay cơ.
Vừa phải	51 đến 100	Chất lượng không khí ở mức có thể chấp nhận; tuy nhiên, những ai đặc biệt nhạy cảm với ô nhiễm không khí có thể bị ảnh hưởng.
Không tốt cho sức khỏe của nhóm đối tượng nhạy cảm	101 đến 150	Những cá nhân thuộc nhóm đối tượng nhạy cảm có thể gặp phải các ảnh hưởng đến sức khỏe. Công chúng nói chung không có khả năng bị ảnh hưởng.
Không tốt cho sức khỏe	151 đến 200	Mọi người có thể bắt đầu gặp phải các ảnh hưởng đến sức khỏe. Hạn chế hoạt động ngoài trời trong thời gian dài hoặc làm các vận động mạnh.
Rất không tốt cho sức khỏe	201 đến 300	Cảnh báo sức khỏe: Không hoạt động mạnh ngoài trời hoặc ở ngoài trời trong thời gian dài. Bất cứ ai cũng có thể gặp phải các tác động nghiêm trọng đến sức khỏe.
Độc hại	301 đến 500	Các dấu hiệu sức khỏe báo động cần cấp cứu. Mọi người nên ở trong nhà và áp dụng tất cả các biện pháp cứu phòng.

Các nhóm đối tượng nhạy cảm gồm có người bị bệnh phổi hoặc tim mạch, trẻ em, người lớn tuổi và người hoạt động ngoài trời.

Hãy kiểm tra các mức AQI trong khu phố của quý vị mỗi ngày tại airnow.gov

Community Impact: Health Promotions

President and CEO Harold Wimmer Speaks at The Atlantic's "Equity of Cancer Care" Event

On June 3, our National President and CEO, Harold Wimmer, spoke at The Atlantic's "[The Equity of Cancer Care](#)" free virtual event.

Alongside Jhanelle Gray, Chair of the Department of Thoracic Oncology at Moffitt Cancer Center, Harold discussed topics including the greatest threats to lung health in the context of COVID-19, pollution and health equity in lung cancer care.

This event gathered leading experts to explore the equity of cancer care and what the oncology community is doing to improve outcomes and survivorship for all Americans from an equity lens.



Community Impact: Advocacy & Public Policy

LUNG FORCE
Advocacy Day
American Lung Association

2021 LUNG FORCE
Heroes



LUNG FORCE Advocacy Day

Our Class of 2021 LUNG FORCE Heroes was our largest and most diverse yet. We had 80 Heroes from across the country join us in 196 total virtual meetings in 99 different House districts, 47 states and 26 meetings with U.S. Senators and Representatives to ask Congress for \$10 billion in funding for CDC, \$46.1 billion for NIH and for accessible, adequate and affordable healthcare.

Healthcare Access

- We advocated for legislation ending surprise medical bills and for administrative action opening a special enrollment period to help people enroll in quality, affordable healthcare through the marketplace during the pandemic. We created new materials at www.lung.org/openenrollment to help lung disease patients navigate 2020's open enrollment periods through healthcare.gov.
- We continued to advocate to address gaps in COVID-19 vaccine coverage—especially in Medicaid.
- We successfully advocated for a two-year expansion of premium subsidies to improve the affordability of healthcare, which has resulted in hundreds of thousands more Americans having healthcare.

Community Impact: Advocacy & Public Policy

[“State of the Air” 2021](#)

On April 21, we released our latest annual “State of the Air” report. Despite dramatic improvements in air quality over the past decades, the report showed that air pollution disproportionately threatens the health of communities of color, and [calls on President Biden](#) to prioritize environmental justice. We saw very strong media coverage, with nearly 1,900 stories amounting to 2.2 billion media impressions – an increase over the 2020 report.



More than 4 in 10 Americans live in places with unhealthy levels of air pollution.

FDA Announcement on Menthol Cigarettes and Flavored Cigars

On April 29, the Biden Administration made a historic announcement: FDA will propose to eliminate menthol as a characterizing flavor in cigarettes and it will also propose to eliminate all characterizing flavors (including menthol) in mass-produced cigars and cigarillos. The action around menthol cigarettes is in response to court-ordered response to a [citizen petition](#) filed by the American Lung Association and a large and diverse coalition, led by the Public Health Law Center. Media coverage on this announcement included a [PBS interview](#) with the chair of our Diversity, Equity & Inclusion Council.

85% of Black American smokers use menthol cigarettes.



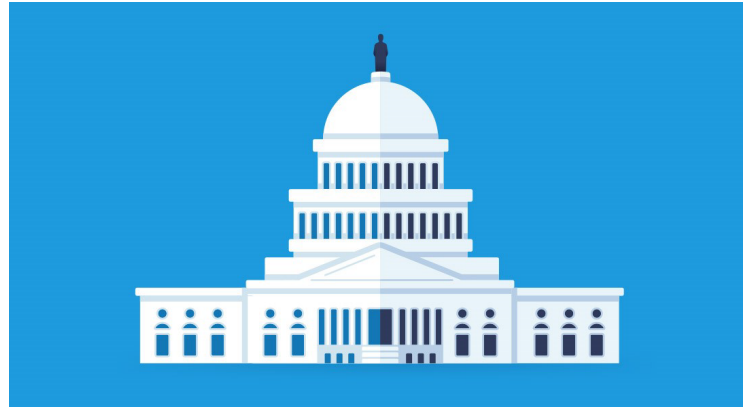
Lung.org/menthol

American Lung Association.
Diversity Equity Inclusion

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State Advocacy

- On June 29, the Council of the **District of Columbia** voted to remove all flavored tobacco products, including menthol cigarettes, from the market, excluding hookah. According to the Substance Abuse and Mental Health Services Administration, 85 percent of Black smokers use menthol cigarettes.
- On August 28, **California** Governor Gavin Newsom signed legislation eliminating the sale of many flavored tobacco products, including menthol cigarettes and flavored e-cigarettes. Implementation of the law has been delayed until at least November 2022 due to a referendum filed by the tobacco industry.
- On April 8, **New Mexico** Governor Michelle Lujan Grisham signed Senate Bill 8 which allows the state and local air quality boards to adopt regulations to be more stringent than the federal government, protecting disproportionately burdened communities which are most impacted by poor air quality.
- On March 24, **Kentucky** Governor Andy Beshear signed into law Senate Bill 127 to permit schools to stock and administer rescue medications for students experiencing respiratory distress. While asthma affects all people, the burden is not shared equally, with children and low-income individuals most likely to have asthma and suffer from severe asthma attacks, hospitalization and even death. Asthma morbidity and mortality also disproportionately affects Black and Latino individuals.



Community Impact: Research



The **Airways Clinical Research Network** is the nation's largest not-for-profit network of clinical centers dedicated to asthma and COPD research. Our Network has always realized that the studies implemented require participation of the populations most impacted by the diseases being examined. This has been a mainstay of our work for over 20 years.

The network has recruited over 6,900 patients in its completed evaluative studies, and within this group, 42% of those recruited in [Airways Clinical Research Centers](#) (ACRC) studies have been Black or Latino because these groups are generally more likely than other communities to be diagnosed with asthma over their lifetime. Participation of populations most impacted by asthma also includes the recruitment of more women; females (9.1%) were about 46 percent more likely than males (6.2%) to still have asthma in 2018; and more likely to have COPD. In an effort to properly account for these disparities, 62% of the patients in our studies have been female.

A Path Forward

The commitment to change of our staff, volunteers and supporters is a true inspiration. In this inaugural DEI Year in Review report, we highlighted the long-standing work of the American Lung Association to address health disparities. This report not only celebrated the success of the DEI Council but the groundwork the organization has laid to do become more diverse, equitable and inclusive, because when it comes to lasting, systemic change, we know we can always do better.

The American Lung Association gratefully acknowledges all staff, volunteers and supporters for their contributions to our inaugural DEI Year in Review Report. Special thanks to our report's designer:



Additional Highlights

- [Lung Cancer's Impact on Black Men and Women infographic](#)
- Each Breath Blogs:
 - A two-part blog series supported by Amgen, AstraZeneca, Blueprint Medicines, Bristol Myers Squibb, Genentech, Lilly Oncology, Merck, Novartis and Pfizer:
 - [Lung Cancer Biomarker Testing and Black Americans: Part 1](#)
 - [Lung Cancer Biomarker Testing and Black Americans: Part 2](#)
 - [Champions Unite: Lung Association Board Member, Tony Gwynn, Jr., Speaks on Racial Health Disparities and Social Injustice](#)
 - [Celebrating Jewish American Heritage Month](#)
 - [Celebrating LGBTQ History Month](#)
 - [Lung Disease and LGBTQ+ Communities](#)
 - [Sunnyside: A First Hand Account of a Tuberculosis Sanitarium](#)
 - [A History of Mistrust: Addressing the Inherent Racial Bias in the U.S. Healthcare System](#)
 - [Asthma and Lung Health Disparities in the Asian American Community by Dr. Sonal Patel](#)
- Video resource:
 - [COVID-19 Vaccines: Dr. Reidhead](#)

ACRC Researchers Publish Important Study on Asthma and Obesity

[Dr. Anne Dixon](#), chair of the American Lung Association's Scientific Advisory Committee and ACRC Principal Investigator, recently published, along with other ACRC PIs, a study concerning the challenge of addressing obesity in people with poorly controlled asthma. This article appeared in the [Journal of Obesity Science and Practice](#). This was a multicenter, observational study conducted at 13 sites and data-coordinating center of the American Lung Association's Airways Clinical Research Centers. Poorly controlled asthma and obesity often affect racial and ethnic groups and are associated with significant impairments in health related to physical function and low levels of physical activity that might complicate efforts to lose weight. Interventions targeted at poorly controlled asthma associated with obesity. In the United States the need to address factors complicating health in underserved communities, such as increasing opportunities for physical activity, while also managing activity limitations related to the combination of asthma and obesity is an important concept to investigate.

Additional Highlights

[State of Lung Cancer Report \(SOLC\)](#)

Our SOLC examines disparities in lung cancer by racial and ethnic groups at the state and national level. Everyone deserves the opportunity to lead a full and healthy life. Sadly, systemic issues have contributed to health disparities, including for those facing lung cancer. People of color who are diagnosed with lung cancer face worse outcomes compared to white Americans because they are less likely to be diagnosed early, less likely to receive surgical treatment, and more likely to not receive any treatment. About half of the 30 million uninsured Americans are people of color, and research is clear that having health coverage impacts people's medical care and ultimately their health outcomes. Addressing racial disparities in healthcare coverage is critical to addressing racial disparities in lung cancer care. Learn more [here](#).

- On April 27, **Illinois** Governor JB Pritzker signed HB 158 into law, a healthcare omnibus bill that addresses a range of healthcare issues, including requiring Medicaid to cover community health worker services, requiring implicit bias training for health care professionals, increasing care coordination between Federally Qualified Health Centers and hospitals and creating an anti-racism commission to identify ways to eliminate systemic racism.
- On May 10, the Biden Administration announced it would be taking action to preserve protections in the Affordable Care Act for lesbian, gay, bisexual, transgender and queer (LGBTQ) patients receiving health care services. The Lung Association issued this statement praising the decision with other patient advocacy partners. The Lung Association filed comments and joined an amicus brief opposing the rollback of these protections under the Trump Administration, and we expect additional rulemaking from the Biden Administration in the coming months to continue to strengthen anti-discrimination protections in healthcare.
- On June 14, **Connecticut** Governor Ned Lamont signed into law SB1, which declares racism a public health crisis and requires demographic health data collection to help identify health inequities in the state.