

## ENDOCRINE SOCIETY POLICY ON PUBLIC POSITIONS AND FLOW CHART

The Endocrine Society developed this policy to evaluate when it will take public positions or issue public comments on issues of social concern beyond endocrine-focused issues and established policy priorities. Examples of these types of issues include: media or political events attracting the public's attention on Black Lives Matter, immigration policy, voter reform, etc. Traditional endocrine policy priorities (NIH funding, physician payment, diabetes, obesity, EDCs, access to care) follow a similar process with engagement of appropriate Society committees and are separate from this protocol\*. All endocrine-related policy issues should be directed to the Chief Policy Officer for attention. All endocrine-related media issues should be directed to the Chief Communications Officer for attention.

### *Who Starts the Process?*

In reality, these issues come to light from a variety of sources, but usually land at the Endocrine Society (ES) President's inbox or with another Board member. The request is usually something like: "Did you hear about X? The Endocrine Society really should do something..." These requests can come from:

- Member/Board member
- Media Inquiry or Social Media Post
- Policy Maker
- Journal Inquiry
- Another Organization
- Non-member

### *Step 1 – Authorization to proceed*

The ES President should initiate the process to determine if the issue needs to be explored by consulting with the CEO, and Executive Committee. The first step is determining whether the issue is in line with the Endocrine Society mission/strategic plan and if the issue will impact any of the following:

- The field of endocrinology, including hormone research and clinical care;
- Diversity, equity and inclusion in the profession of endocrine research and clinical care and the delivery of and access to care for patients with endocrine conditions;
- Professionalism/ethics within the field of endocrinology; and
- The safety and well-being of endocrine professionals and patients with endocrine conditions.

The Society President, CEO, Executive Committee will consider the following factors in determining whether the Society will take a public position or issue a comment:

#### **1. Does the issue relate to the Society's mission and vision?**

The mission of the Society is to unite, lead, and grow the endocrine community to accelerate

scientific breakthroughs and improve health worldwide. The Society envisions a world in which advances in endocrine science, education, and care promote optimal health and well-being.

## **2. Does the issue fall within the Society's current strategic priorities?**

The Society's core strategic priorities are:

- Community building and leadership: Build dynamic, interdisciplinary communities that create innovative solutions to important endocrine problems.
- Science and clinical innovation: Accelerate innovative initiatives and create tools and resources to advance discovery and care.
- Trusted advisor and advocate: Be sought out as a trusted educational resource for the media, policymakers, and the public, ensuring that scientific discovery is appropriately funded, and advocating for healthcare policies that benefit patients and providers.
- Champion of the professional: Be the primary professional home for endocrine scientists and clinical practitioners by supporting and valuing them through all career stages.

## **3. Will the Society add substantive value to the discussion of the issue?**

There may be another entity in a better position to address the issue and/or the issue may already be adequately addressed by another entity. By weighing in on the issue are we actively shaping public and scientific discourse.

## **4. Will taking a position demonstrate leadership by the Society in an area relevant to its mission?**

As the world's largest organization of scientists devoted to hormone research and physicians who care for people with hormone-related conditions, the Society may be uniquely qualified to take the lead on issues. Furthermore, the Society should explore whether the absence of a position would demonstrate a lack of leadership.

## **5. Does the issue have a global scope?**

The Society is a global organization with members in more than 120 countries. Sometimes an issue may be very localized and not have a broader impact on the Society, its members, or the field of endocrinology. The Society needs to be mindful if a position is too U.S.-centric.

If deemed appropriate to proceed, the ES President should send the issue/questions to the CEO who will assemble the appropriate staff to determine:

- Deadline for request – time for response will be determined by urgency
- Is this an issue the Society has already taken a position?
- Is there science to back up position?
- Who are the subject matter experts or appropriate Committee to be involved?
- Do external experts need to be consulted?
- Are there any landmines to be aware of?
- Is there any conflict of interest to be aware of?

- Who are the potential partners?
- Is there a negative impact if we do not proceed?
- Are there any financial consequences and/or opportunity costs (diverting resources from other higher priority issues)?

ES President also would indicate if staff should report back to broader group of Executive Committee or Board and deadline.

### *Step 2 – Staff report back with background research and recommendations*

Staff will report back to the President on initial background research and recommendations, including experts or Committees to be involved.

### *Step 3 – Next Steps*

The President, CEO, Executive Committee and, if appropriate, the Board will determine next steps:

- Is there enough information to proceed or end the process
- Who further should be involved
- Positioning
- Communications should be engaged to align messaging
- Advocacy & Policy should be engaged to ensure messaging consistent with positioning
- Approval process followed if it is a consensus statement, CPG, or position statement
- Does the President approve; or does this require broader approval by Board or Executive Committee; or does this need to be referred to a Committee or Work Group

### *Step 4 – Reporting Out*

Once decision is made, President should coordinate with staff to report back to person who inquired and make others aware of decision and justification.

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\*The process for determining Endocrine Society policy priorities includes first identifying if the Society has existing policy or precedent on the issue in question; reviewing the policy issue to determine if there is a scientific rationale, potential partners, timing, impact of action; and a review by the appropriate Committee and/or Board or President.