

Ensuring an Inclusive Institutional Climate and Culture

Identify and Communicate Domains

- Mission-specific diversity goals.

Assessment & Evaluation

- Internal & Community Survey (every three years).
- Program Improvement.

Policy and Procedures

- Implement and review.
- Monitor service bias.

Affinity Groups

- Identify and Development Individual and Collective Communities.

Community Engagement

- Leadership Advisory Council.
- Diversity & Inclusion Committee.
- Local & regional organizations.
- Community Celebrations & Recognition.

Marketing and Visibility

- Website presence & management.
- Social Media.
- Story Telling of Differences.

Enhancing the Diversity of the Workforce

Data Intelligence

- Infrastructure (i.e. data collection, analysis & tracking).

Building Talent

- Pipeline Initiatives (i.e. K-20+ programs, partnerships with NIH Minority Fellows, HCBUs, Tribal Colleges, ELAM).

Attracting Talent

- Intentional Recruitment.
- Why the COM – P?
- Committee Infrastructure & Capacity Building (i.e. committee orientation, toolkits & trainings).
- Institutional Infrastructure (i.e. competitive package – financial, relocation, education).

Developing Talent

- Mentoring throughout training and career.
- Equitable Leadership Opportunity & Training.
- Leadership accountability for retention and development.

Educating and Training for Tomorrow's Workforce

Curriculum Development & Management

- Environmental Scan, Gap Analysis and Mapping of Cultural Competency and Diversity Education (i.e. health disparities, sex & gender minority health).
- Build educational toolkits and resources for curricular leaders.

Equity, Diversity and Inclusion Training

- UGME Orientation and courses.
- GME Orientation and courses.
- Faculty & Staff Orientation and courses.
- Intermediate and Advanced Training for all.
- Topic-driven presentations (i.e. Unconscious Bias, Mentoring Across Difference).
- Community Outreach.
- Establish partnerships with other healthcare professionals and agencies.

Supporting Research and Scholarship

Establish Research Agenda

- Environmental Scan, Gap Analysis and Mapping of Existing Research in Medical Education & Diversity, Inclusive Climate and Culture, Workforce, Cultural Competence, Health Disparities, and Training and Development.

Partnerships

- Identify opportunities for collaborations and shared resources within the College.
- Engage community agencies, organizations, and other external constituents to further the research agenda.

Support Research/Scholarly Work

- Innovation Awards to fund research/scholarly work that furthers the strategic initiatives of the Office of Diversity and Inclusion.
- Enhance recognition through nominations for awards, locally and nationally.

Continuous Quality Improvement and Adaptability

Establishing and Monitoring Accountability Metrics