

Examples of Diversity, Equity and Inclusion Activity

Teaching, mentoring, advising:

- Creation and dissemination of content via lectures, workshops, online trainings, handouts, videos or other resources for cultural competence related to human social identity (e.g. race, gender, sexual orientation, ethnicity, ability, and age), and topics related to DEI (e.g. racism in medicine, sex and gender in medicine, caring for LGBTQ+ populations)
- Mentorship of underrepresented faculty to promote professional development and career advancement
- Demonstrated effort to incorporate race, ethnicity, sex, and gender concepts into teaching
- Advise underrepresented in medicine (URiM) students through recruitment, pipeline pathways, targeted mentorship programs
- Advise/mentor underrepresented students through traditional mentoring programs (such as the Mary B. Arnold Mentoring Program and ODMA, Leadership Alliance, On the Horizon, Pathways, MEDSTEP) in career, personal and academic areas
- Demonstrate dedicated effort to reach out to underrepresented faculty for professional development (e.g. opportunities for training and speaking engagements)

Research and scholarship:

- Projects, manuscripts, posters, abstracts on topics related to health disparities, DEI, etc.
- Implementation science to address disparities and health equity
- Enroll diverse populations in research studies
- Cross disciplinary work on DEI related topics in non-medical areas (e.g. medical history, humanities, scholarship of teaching and learning) with application to the biomedical field
- Develop research training and funding opportunities for early-stage and early-career investigators from under-represented groups
- Recruitment of trainees who are women and underrepresented minorities into research projects and offering equitable opportunities for success
- Conduct research designed to reduce health disparities and improve health outcomes among vulnerable and marginalized populations
- Engage marginalized communities (BIPOC, others) in developing and designing health-focused research agendas and implementing community-based studies

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Clinical work:

- Work with vulnerable populations (e.g. under resourced, refugee populations)
- Precept trainees in clinical rotations focused on service lines for vulnerable populations
- Precept trainees in URiM programs (e.g. diverse visiting student programs)
- Address health disparities through targeted outreach clinics
- Participate in CME focused on providing culturally competent care to diverse populations

Service, professional organizations, committee work:

- Participate in DEI work for society organizations
- Development of leadership pathways, inclusive governance policies, creating metrics to track retention, advancement within professional societies
- Change structures, policy, norms or procedures for diversification of the health profession workforce
- Advance equity within academic medicine, division, department, practice at systems level addressing recruitment, retention, advancement bias or equity in salary, promotion, leadership
- Work with patient advocacy groups or community partners
- Community health or community engagement projects (e.g. service days, workforce mentoring, CBO/NPOs)
- International or global medicine service

NOTE: These criteria will be fully implemented starting July 1, 2024. However, faculty DEI efforts will be recognized towards promotion effective immediately. Faculty are encouraged to highlight this work in their annual reviews, self-assessments, CVs, personal statements, and promotions dossiers.