



DEPARTMENT OF
**Family Medicine and
Community Health**
UNIVERSITY OF WISCONSIN
SCHOOL OF MEDICINE AND PUBLIC HEALTH

Diversity, Equity and Inclusion Committee Strategic Framework

DEPARTMENT OF FAMILY MEDICINE AND COMMUNITY HEALTH (DFMCH)

MISSION (WHY WE EXIST AS A COMMITTEE—OUR REASON FOR BEING)

DFMCH's Diversity, Equity and Inclusion Committee exists to promote health equity, diversity and inclusion, and to advise on processes related to recruitment and retention of diverse learners, faculty and staff.

CORE VALUES (THE IDEALS BY WHICH WE CONDUCT OURSELVES AS WE DO OUR WORK)

We Believe That:

- **Social identities** such as race, ethnicity, gender, and others are social constructs embedded within a context of unequal power relationships that allow privileged groups to benefit at the expense of marginalized groups
- **Equity** assures justice and fairness for all by addressing systemic biases in policies and practices, and assures that health equity drives the culture and actions of the Department.
- **Inclusive practices** assures that dominant and privileged voices are decentralized to create full and equal participation and access for all groups
- **Bringing a healing attention** first to our own privileges and unconscious biases allows us to mindfully engage in equity and inclusion work while serving as equity and inclusion leaders for the department

VISION (OUR ASPIRATIONS FOR OUR WORK IN THREE YEARS)

*Our vision is framed around the acronym TRUST. It captures the commitments we make to our statewide department and to each other for the next three years. **In three years---***

We will have developed and tested clear metrics related to recruitment, retention, competency development, and climate that help us to assess and refine our work. **T**tracking

We will have an effective, operational, and intentional system for recruiting and selecting a more diverse faculty, staff, and medical resident group. **Recruiting**

We will have educational curriculum, tools, and resources that help faculty, staff, and clinical learners to unlearn behaviors and practices that support exclusion and replace these with those that support inclusion. **Unlearning/learning:**

We will demonstrate institutional commitment through increased cultural competency; increased commitment toward research focusing upon diversity and health equity; and diverse hiring and inclusive behaviors, policies and practices that supports an ongoing inclusive climate for all. **Sustaining/Retaining:**

All staff in leadership and related positions involved in recruiting and hiring staff will have increased competency in understanding and addressing bias, and will demonstrate effective behaviors for creating a more inclusive work and clinical climate. **Training/Transformation**



VISION AND POTENTIAL GOALS NEXT YEAR

TRACKING VISION: We will have developed and tested clear metrics related to recruitment, retention, competency development, and climate that help us to assess and refine our work.

Goals

- Identify key metrics that can be used to monitor progress related to inclusion, diversity, and equity.
- Test metrics across a relevant performance cycle (annual, semi-yearly, quarterly, etc.)
- Develop dashboard to visually communicate results of initiatives.

RECRUITING VISION: We will have an effective, operational, and intentional system for recruiting and selecting a more diverse faculty, staff, and medical resident group.

Goals

- Identify targeted populations for recruitment, and identify barriers to recruitment related to those populations.
- Identify and test innovative approaches to recruiting targeted populations and evaluate results.
- Integrate high impact approaches into ongoing recruitment efforts.

UNLEARNING/LEARNING VISION: We will have educational curriculum, tools, and resources that help faculty, staff, and clinical learners to unlearn behaviors and practices that support exclusion and replace these with those that support inclusion.

Goals

- Conduct an inclusion survey to identify issues and challenges in the department that have implications for learning/unlearning.
- Develop a set of recommendations for addressing issues and challenges from the survey.

SUSTAINING/RETAINING VISION: We will establish and maintain institutional policies and practices that support an ongoing inclusive climate for all, especially for pioneers and champions of inclusion.

Goals

- Create and implement specific programs that will improve the climate for under-represented groups while improving the climate for all staff.
- Develop and implement a mentoring program.
- Identify ways to link pioneers to people and events throughout our statewide campus.

TRAINING/TRANSFORMATION VISION: All staff in leadership and related positions involved in recruiting and hiring staff will have increased competency in understanding and addressing bias, and will demonstrate effective behaviors for creating a more inclusive work and clinical climate.

Goals

- Develop and test a comprehensive curriculum that helps participants to develop competencies in the core pillars of inclusion, diversity, and equity.
- Roll out relevant modules in curriculum to staff in leadership positions and evaluate results.
- Develop a strategy to provide competency development for all staff.

GROUND RULES (HOW WE RELATE TO EACH OTHER AS COMMITTEE MEMBERS)

1. We will create a **safe and respectful environment** for all members to contribute their feelings, stories, and perspectives in their own style and approach and uphold confidentiality for personal narratives.
2. We will **leverage and build on the contributions of each member** to create better outcomes.
3. We will **settle into becoming comfortable with the uncomfortable** by bravely leaning *into* the discomfort – through provocative inquiry, patience, and discussion
4. We will **address our differences intentionally**; we will work to understand intentions and their impact, and model behaviors that respond effectively to microaggressions and ouch triggers.
5. We will **respect each other's time, honor our commitments**, and come prepared to meetings.



Attribution-NonCommercial 3.0 United States (CC BY-NC 3.0 US)