

## **Diversity and Inclusion Action Plan (DIAP) for Emergency Medicine (EM)**

The following DIAP for EM follows the Brown AMS template and contains our current activities and action plans. The following information was collected via a UEMF faculty-wide online survey, individual meetings, and two diversity dialogue forums held in February and April. This information was collated and the report drafted by Christian Arbelaez, MD, MPH, Vice Chair of Academic Affairs. We will be focusing on obtaining baseline data and prioritizing our efforts into short, mid, and long term strategies with measurable outcomes.

**Definition of Diversity** for us is broadly defined and currently includes under-represented minorities in Medicine according to the AAMC definition, sex and gender according to the NIH definition, LGBTQ, people with disabilities, people of different religious and socio-economic backgrounds.

**People: Describe current efforts and plans to recruit, support, and promote house staff, faculty and administration to create and maintain a diverse clinical, research, and educational community.**

### ***Current Efforts:***

- To lead and oversee the D&I efforts for our department, we have recruited a new Vice Chair of Academic Affairs. He will be sending out Diversity messages with information on local events.
- To understand the current institutional climate and culture, we developed and deployed a Diversity and Inclusion (DIAP) departmental survey.
- To nurture an inclusive institutional climate, we are holding quarterly Diversity Dialogues as a forum for open and honest discussions on this topic.
- To engage and align with Alpert Medical School and the Lifespan hospital system, we are participating in the Brown Council for Diversity in Medicine and Brown Medical House staff Association (BMHA) efforts.
- Our department has a strong record of hiring, retaining and promoting women in academic positions and leadership opportunities including the creation of the Sex and Gender in EM (SGEM) Division.

### ***Action Plan:***

- We plan to use AAMC resources and benchmarks to help implement national best practices.
- Climate and Culture: We plan to create a D&I Value Statement for the department.
  - We plan to develop a targeted approach for the recruitment, development, advancement, and retention efforts of students, residents, fellows, and faculty members.
  - We have already established a Departmental Diversity Committee to explore and prioritize these areas.
- Residency: We plan to evaluate our recruitment materials including the website, presentations, and handout materials to help us attract more diverse prospective candidates.
  - We plan to develop a Visiting Clerkship Program for rotating students to increase the number of diverse candidates interested in our program.
  - We plan to recruit at the Student National Medical Association (SNMA) and the National Hispanic Medical Association (NHMA) conferences to seek out more diverse candidates.

- Fellows and Faculty:
  - We plan to encourage Diversity in Leadership, by having diverse representation in our selection committees and appropriate job postings for all of our searches - from our current ongoing Chair search to faculty searches.
  - We plan to partner with similar initiatives on the main campus.
  - We plan to perform exit surveys of fellows and faculty to understand their views on our department's support of diversity
  - We plan to convene and engage Diversity leaders from the city and state, across all sectors to develop a "Partnership Model" of networking and create a critical mass of young professionals to begin tackling the issue of "Why Providence?"
  - We plan to have faculty members participate in the AAMC Minority Faculty Development Seminar and SAEM Chair Development Program.

**Academic Excellence: Describe the department's commitment and efforts focusing on diversity and inclusion in research and medical education.**

***Current Efforts:***

- Research: The department has supported several faculty and research programs on health disparities and health equity with regard to gender, race, ethnicity, and disability.
  - Our SGEM Division members focus on academic productivity, with 50 publications and national presentations, that addresses the impact sex and gender have on health and emergency care and actively seek grants to support this research.
- Medical Education: Our SGEM Division collaborates yearly with Society Academic Emergency Medicine (SAEM) programs produce high quality didactics that will address health disparities and the importance of understanding sex, gender, sexual orientation and race on health.
  - SGEM Division conducts a preclinical elective at AMS with weekly content and guest lecturers that address social determinants of health, LGBTQ, and other issues related to health equity in research and its impact on patient care.

***Action Plan:***

Research: We plan to have our research division develop recruitment strategies to successfully enroll women and minorities and identify new potential projects.

- Develop research metrics related to diversity and inclusion including cataloging all active research on health disparities and health equity, SGEM work on health disparities, Injury Prevention Center, and Emergency Digital Health Innovation (EDHI) work.
- Apply for NIH minority supplements for appropriate NIH grants.
- Coordinate and collaborate with faculty on main campus who are involved in social sciences and have projects related to medicine.

Medical Education: We plan to continue supporting our SGEM Divisional efforts to produce high quality didactics for our learners that raise the level of understanding of sex, gender, sexual orientation, and race on health.

**Curriculum: Describe plans to develop or refine resident/fellowship curricula and faculty programming that addresses diversity and inclusion as well as race in medicine.**

***Current Efforts:***

- We have had race, ethnicity and gender topics explored in some of our resident

didactics. We have also had several Grand Rounds speakers and a recent Visiting Professor who spoke about Diversity and Inclusion in Medicine.

- Our SGEM fellowship and its robust curriculum serves as a national example in the country in addressing areas related to sex and gender equity. SGEM Division members teach the incoming interns every year an overview of sex and gender as well as resident wide simulation on sexual assault.

***Action Plan:***

- To collect baseline data for resident and fellowship curricula and faculty programming including our Grand Rounds and Faculty Development workshops.
- To analyze our CME, Grand Rounds, and conference evaluations on our current question "Did the presenter mention differences in sex and gender where appropriate?" to see if there have been any trends over time and will add a question about race/social determinants of health.
- To continue building on our "Know and Grow" Faculty Development Series by inviting Dr. Molly Carnes and engaging her on collaborative training on Bias reduction.
- To work collaboratively with BMHA and other departments and coordinate when possible in curriculum development and faculty programming.

**Community: Describe ongoing and planned departmental community engagement efforts such as community-based partnerships, research, and outreach initiatives.**

***Current Efforts:***

- We have had a long-standing presence and partnership through several initiatives in the community with several of our divisions including the Injury Prevention Center, EMS and SGEM. For example, the SGEM Division has created a Community Advisory Board with members from a diverse cultural and professional background to assess needs of RI's community and to offer assistance in educational activities.
- Our department has established local relationships with Crossroads, the Sobering Center, the Cambodian Center, and the Anchor Recovery Program as part of our community engagement efforts.
- We have had faculty participation during the SNMA conference and the BMHA "You Docs" program with local high school students.

***Action Plan:***

- We are collecting the patient population data at the city and state level to use it as a recruitment talking point.
- We plan to reach out to patient populations we commonly serve that have barriers to care in the ED and create partnerships for enhancing their care in the ED including those with disabilities.
- We are planning to continue community outreach efforts with BHMA.

**Knowledge: Describe methods to improve data collection to assess and monitor demographic trends and assess department's culture/climate with regards to diversity and inclusion.**

***Current Efforts:***

- We have collected our initial DIAP departmental survey as a baseline.

***Action Plan:***

- We are planning for a UEMF departmental-wide survey to understand our current demographics.
- We are collecting ERAS demographic data to trend the applicant pool to assess how it may influence recruitment opportunities.
- We have changed the post-Match Residency Survey to include a question on Diversity as a factor influencing Residency Rank
- We are currently collecting data as part of the AAAEM survey related to gender and race for national comparison.
- Obtain baseline data from Brown Med and the results of the AAMC Diversity Engagement Survey.