EQUITY, INCLUSION & DIVERSITY ACTION PLAN 2021-2023

The Race to Equity
TRANSFORM THE COLLEGE OF MEDICINE into a hub for equity, inclusion and diversity

Our Values

- Collaboration
- Innovation
- Respect
- Compassion
- Lifelong learning
- Equity

Equity

We will foster a just, fair, and inclusive environment in which every person in our COM community has the ability to achieve their full potential — and no one is disadvantaged from achieving their potential on the basis of race, ethnicity, gender, sexual orientation, religion, disability, socioeconomic status, age, geography, or other identity.

Beyond our College, we will engage deeply and broadly with our community in South Florida to promote equitable access to health care and health science education. We will advance health equity regionally and nationally by creating a diverse physician workforce and developing a research focus in health care equity.
EQUITY, INCLUSION & DIVERSITY
ACTION PLAN

1. **Infuse** equity and anti-racism throughout our COM missions

2. **Recruit, nurture** and **retain** a diverse and inclusive community

3. **Diversify** the future physician and scientist workforce of equity advancing leaders

4. **Promote** the health and wellness of underserved patient populations

5. **Build** a platform of health equity research that is relevant to South Florida
Hire the inaugural Chief Justice, Equity, Diversity, and Inclusion Officer (CJEDIO) who will serve as a member of the College’s Executive Leadership Team (ELT) and oversee EID across all of our missions.

Develop and publicize a definition of equity, inclusion and diversity.

Task managers to incorporate EID objectives into their roles and responsibilities and hold them accountable for these accomplishments on performance reviews.
RECRUIT, NURTURE AND RETAIN A DIVERSE AND INCLUSIVE COMMUNITY

Support recruitment, hiring, and retention of a diverse COM community through enhanced training and reward incentivization

Create specific personal and professional development programs for faculty, staff, medical and graduate students, residents and fellows

Run an annual survey to evaluate community’s sense of belonging
Revise UME/GME and Graduate Program admissions processes to foster equity, inclusion and diversity and minimize potential biases

Establish the equity, inclusion and diversity Scholarship Fund

Partner with regional hospitals and community doctors to foster diversity initiatives related to recruitment and professional growth
PROMOTE THE HEALTH AND WELLNESS OF UNDERSERVED PATIENT POPULATIONS

Explore new practice opportunities and partnerships for FAU faculty and students with a specific focus on providing care for underserved populations in South Florida communities.

Provide rotation exposure and/or elective rotations at varied locations in underrepresented/diverse communities.

Build upon the success of COM-wide culture-matching volunteer community service.

Expand the Community Engagement Council to include additional community health care and service organizations.
BUILD A ROBUST PLATFORM OF HEALTH EQUITY RESEARCH THAT IS RELEVANT TO SOUTH FLORIDA

- Promote student social responsibility and interest in health equity research by expanding diversity focused service-learning projects and other EID relevant programs
- Leverage the Community Engagement Council as a bi-directional forum to discuss relevant topics for research activities
- Develop a shared understanding and culturally appropriate approaches to integrating diversity into the research process to improve health status and achieve health equity
- Engage underrepresented community citizens/patients/leaders as research partners to promote equity in health research
- Create/offer venues to inform local communities, patients, and their families about discovery research that utilizes patient data, adds new knowledge, and transforms health care
- Support faculty research through a lens of anti-racism and equity, inclusion and diversity
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