

Diversity Engagement Survey (DES)

University of Massachusetts Medical School | Association of American Medical Colleges | DataStar
www.DiversityEngagementSurvey.info

There is a growing recognition that diversity and inclusion are driving indicators of excellence in academic medicine, and there is an increasing need to measure institutional climate and culture around these factors. However, many of the tools available to make such an assessment are limited in scope. **Thus, the Diversity Engagement Survey (DES) was developed as a tool to measure institutional climate and culture through the lens of diversity and inclusion.**

About the Survey

The DES is 22 items long and can be administered to students, faculty, and staff. There is a minimal response burden, and the rich analyses will allow institutions to develop a meaningful inclusion scorecard that characterizes their progress toward creating an inclusive work environment.

The DES is designed to:

- Build an inclusive culture that seeks to recruit, retain, and promote diverse individuals.
- Assess baseline strengths and areas for improvement related to inclusion and diversity efforts.
- Determine progress toward inclusion goals in an institutional diversity plan.

- Measure progress of diversity plans in response to regulatory agencies such as the Liaison Committee on Medical Education (LCME), the Joint Commission on Accreditation of Health Care Organizations (JCAHO), the Office of Federal Contract Compliance Program (OFCCP), and the Office of Minority and Women Inclusion (OMWI).
- Identify salient concerns such as historical baggage from stereotypes, social isolation, economic constraints, and the impact of few culturally competent role models and mentors for demographic groups within the organization.

The DES has already been piloted by 14 AAMC-member institutions. Here's what some of them have to say:

Valerie Romero-Leggott, M.D.:

"This DES is an invaluable tool for helping us give a voice to diverse populations at our academic health center and hospitals, including learners, faculty, and staff. As a basis for informing our diversity and inclusion strategic plan, it will ultimately assist us in fulfilling our mission to improve the health and well-being of the people of New Mexico."

Valerie Romero-Leggott, M.D.
University of New Mexico Health Sciences Center

Jonathan S. Appelbaum, M.D., FACP, AAHIVS:

"... we used the DES to gather a snapshot of the attitudes towards diversity and inclusion as we began our diversity and inclusion strategic planning process. We used the data to help us formulate our action plans and goals. The survey was customizable and easy to administer."

Jonathan S. Appelbaum, M.D., FACP, AAHIVS
Florida State University College of Medicine

Judy Seidenstein:

"The combination of rigor, innovative design, ease of use, and hands-on support from Dr. Deborah Plummer and her team at UMMS and DataStar made this an invaluable tool that served as a catalyst for important dialogue about diversity across our institution. The results provided valuable data to help us better understand the similarities and differences in perceptions of inclusion and experiences of engagement across the school of medicine."

Judy Seidenstein
Duke University School of Medicine

For pricing information, data analysis, or to purchase the survey, contact:

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