



Equity, Diversity, and Inclusion Cluster

Portfolios, Initiatives and Programs
2024

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Introduction

The Equity, Diversity, and Inclusion (EDI) team has put together the EDI Portfolios: Programs, Initiatives and Programs to serve as a guide for all the work that the AAMC EDI does to assist you with the DEI work at your institutions (with an understanding that other DEI work is also taking place in other units within the AAMC and will not be mentioned here).

EDI consists of three portfolios: Equity and Social Accountability led by Malika Fair, MD, MPH; Workforce Diversity led by Norma Poll-Hunter, PhD; and Research, Leadership, and Institutional Transformation led by Taniecea Mallery, PhD.

The guide describes the mission and goals of each portfolio and highlights the current programs and initiatives, including resources. Links to access the resources are provided and include the name and contact information for the team member leading the activity. We have also highlighted those areas of the AAMC Strategic Action Plans where our EDI team is actively participating. Lastly, we have included a bibliography of some of the recent works by EDI leaders as an additional set of resources.

We hope that you find this guide useful and meaningful for your DEI work. We are interested in receiving any questions or suggestions you may have to improve this guide. We see this guide as a dynamic document that will evolve over time. Please contact Ash Carter at ascarter@aamc.org to provide your input. We look forward to connecting with you and assisting you in your work.

Sincerely,

A handwritten signature in black ink, appearing to read "David Acosta".

David A. Acosta, MD
Chief Diversity and Inclusion Officer
AAMC

Equity and Social Accountability Portfolio

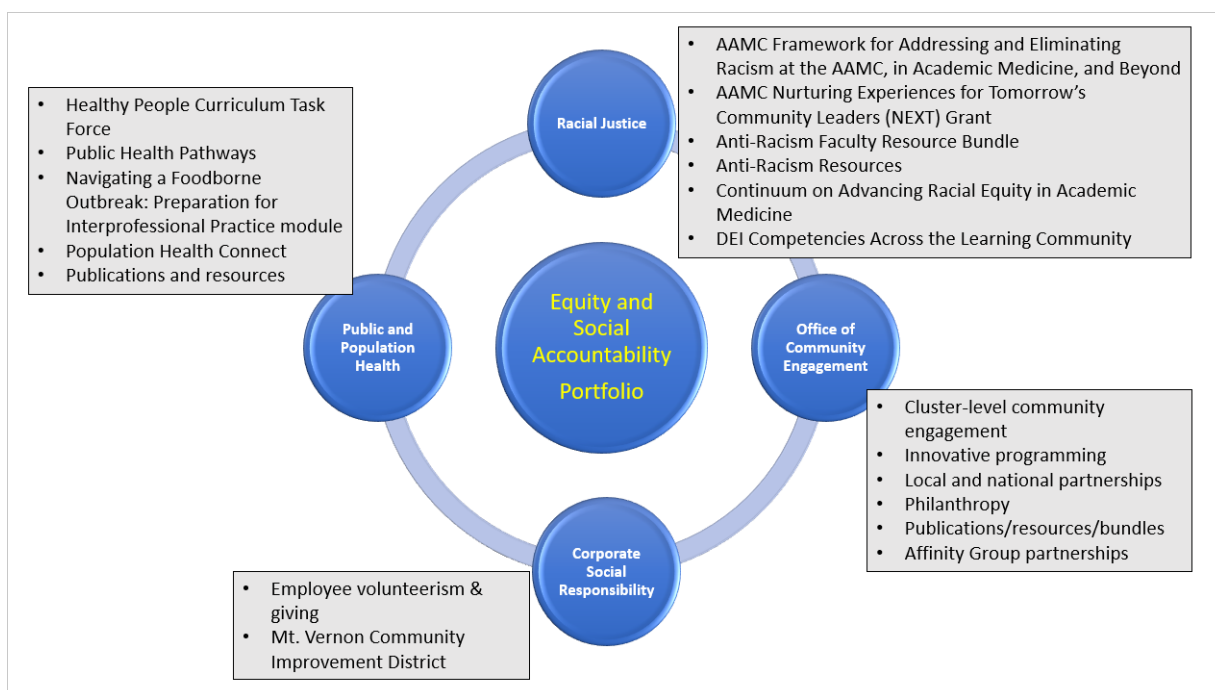
Senior Director: Malika Fair, MD, MPH, FACEP

The **Equity and Social Accountability (ESA) Portfolio** creates and champions solutions with multidisciplinary partners and our communities to advance equity, racial justice, population health, and accountability through a continuous equity improvement lens. We will assist the academic medicine community in becoming anti-racist leaders who acknowledge and understand systemic racial inequities and cultivate evidence-based policies and practices that promote racial justice and equity in our communities, education and research institutions, and health care systems.

The Equity and Social Accountability Portfolio aims to:

- Support and develop an emerging generation of physicians with an equity mindset who understand and practice public and population health principles;
- Promote constituent and staff involvement in local and national movements to advance racial justice;
- Encourage the inclusion of anti-racism, public and population health, and community engagement curricula in medical education, including experiential learning;
- Develop resources to assist the AAMC and members in fulfilling our anchor mission; and
- Increase the AAMC's social impact in Washington, D.C. to improve health outcomes in our surrounding communities through collaborations with local and national multidisciplinary partners.

The figure highlights the four focus areas for this portfolio with examples of the activities, programs and initiatives:



The Equity and Social Accountability portfolio aligns with the following AAMC strategic action plans: **Action Plan #1:** Strengthen the Medical Education Continuum for Transformed Health Care and Learning Environments; **Action Plan #3:** Equip Medical Schools and Teaching Hospitals and Health Systems to Become More Inclusive, Equitable Organizations; **Action Plan #4:** Increase Significantly the Number of Diverse Medical School Applicants and Matriculants; **Action Plan #7:** Improve Access to Health Care for All; **Action Plan #9:** Launch the AAMC as a National Leader in Health Equity and Health Justice.

Equity and Social Accountability Portfolio – Programs and Initiatives

Program/Initiative	Description	Lead/Contact Info
Racial Justice		
AAMC Framework for Addressing & Eliminating Racism in the AAMC, in Academic Medicine, and Beyond	<p>In October 2020, the AAMC released this Framework that outlines four pillars of work that will guide the AAMC's efforts to create a shared vision of the AAMC and academic medicine institutions as diverse, equitable, inclusive, and anti-racist organizations.</p> <p>Access at: https://www.aamc.org/addressing-and-eliminating-racism-aamc-and-beyond</p>	Malika Fair mfair@aamc.org
Anti-Racism Resources	<p>This website contains helpful definitions, video resources, and examples of anti-racism in practice within U.S. medical schools and teaching hospitals. Helpful AAMC publications, reading lists, and other resources are included.</p> <p>Access at: https://www.aamc.org/what-we-do/equity-diversity-inclusion/anti-racism-resources</p>	Katrice Cain kcain@aamc.org
AAMC Nurturing Experiences for Tomorrow's Community Leaders (NEXT) Grant	<p>This award provides funding to institutions to develop or enhance a learning opportunity for medical students, residents, and other interprofessional learners that seeks to improve community health and eliminate health disparities while applying population health leadership principles and promoting collaboration among diverse stakeholders.</p> <p>Access at: AAMC Nurturing Experiences for Tomorrow's Community Leaders (NEXT) Grant AAMC</p>	Katrice Cain kcain@aamc.org
DEI Competencies Across the Learning Continuum	<p>This work aims to provide a standard set of expectations or outcomes along this developmental continuum of medical students, residents and practicing physicians.</p> <p>Access at: Diversity, Equity, and Inclusion Competencies Across the Learning Continuum AAMC</p>	Kamilah Weems kweems@aamc.org
DC Academic Medicine Collaborative for Health Equity: Medical Education	<p>Faculty from AAMC member institutions across the District of Columbia identified a need to address racism and bias within the curriculum for physicians in training. This Collaborative subgroup focused on strategies to examine, revise, and enhance anti-racism curriculum for medical students and residents. The effort resulted in the Anti-racist Resources for Faculty Development bundle accessible through AAMC's virtual online community.</p> <p>Access through the AAMC Communities Network at: https://communities.aamc.org/resource-bundle-pages/anti-racism</p>	Clarence Fluker cfluker@aamc.org

Office of Community Engagement		
AAMC Community Collaborations	<p>The AAMC's initiatives and projects support our member institutions in forging collaborative relationships with their communities. This type of partnership means sharing expertise, resources and responsibility with communities for achieving shared goals. The AAMC is committed to supporting its member institutions in building partnerships and cultivating trust as anchor institutions in their communities.</p> <p>Access at: Community Collaborations AAMC</p>	<p>Clarence Fluker cfluker@aamc.org</p>
Community Collaboration and Engagement Resource Bundle	<p>AAMC has developed a new resource collection describing the importance of community engagement to advance health equity and improve population health.</p> <p>Access through the AAMC Communities Network at: https://communities.aamc.org/resource-bundle-pages/community-engagement</p>	<p>Clarence Fluker cfluker@aamc.org</p>
Publications	<p><i>Community Engagement at the AAMC: Highlights from 2022</i> This report demonstrates the AAMC commitment to having a greater social impact in Washington, DC through its philanthropic efforts, employee volunteerism, and innovative programming.</p> <p>Access at: https://www.aamc.org/media/48996/download?attachment</p>	<p>Clarence Fluker cfluker@aamc.org</p>

Publications cont'd	<p><i>Health Equity in Academic Medicine: Recommendations from an AAMC Community Roundtable in Washington, D.C.</i> In July 2020, the AAMC convened a meeting with representatives from academic medicine, public health, and community-based organizations in the Washington, D.C., area to discuss how to address health and health care inequities in the region.</p> <p>Access at: https://store.aamc.org/health-equity-in-academic-medicine-recommendations-from-an-aamc-community-roundtable-in-washington-d-c.html</p>	<p>Clarence Fluker cfluker@aamc.org</p>
	<p><i>Now Is Our Time to Act: Why Academic Medicine Must Embrace Community Collaboration as Its Fourth Mission</i> See reference #22.</p>	<p>Malika Fair mfair@aamc.org</p>
Corporate Social Responsibility		
DC Academic Medicine Collaborative for Health Equity: Social Accountability	<p>Health care institutions in the District of Columbia expressed interest in improving racial equity by addressing social determinants of health. This goes beyond addressing social needs at the bedside to working in partnership with communities, organizations, and residents to have an upstream impact on health. This Collaborative subgroup focused on addressing racial inequities across hiring practices, procurement, investments, and other tools of corporate social responsibility. In September 2023, AAMC hosted a roundtable that included representatives from member institutions, DC government and education partners to discuss promising practices and promote information sharing that can help lead to more inclusive hiring of DC residents in academic health centers.</p>	<p>Clarence Fluker cfluker@aamc.org</p>

Public and Population Health		
Public Health Pathways	Public health training opportunities across the education continuum. Access at: Public Health Pathways Students & Residents (aamc.org)	Katy Carkuff-Corey kcarkuff@aamc.org
Interprofessional Training	Module: <i>Navigating a Foodborne Outbreak: Preparation for Interprofessional Practice</i> Access at: APIH (navigatinganoutbreakmodule.org)	Katy Carkuff-Corey kcarkuff@aamc.org
Population Health Connect	<i>Population Health Connect Newsletter</i> Access at: https://www.aamc.org/population-health-connect-newsletter	Jaylan Weaver jweaver@aamc.org
Publications	<i>Public and Population Health in U.S. Medical Education: A Review of Guidance in Extraordinary Times</i> Access at: doi: 10.1097/ACM.00000000000005208	Malika Fair mfair@aamc.org
	<i>Teaching Public and Population Health in Medical Education: An Evaluation Framework</i> Access at: doi: 10.1097/ACM.00000000000003737	Malika Fair mfair@aamc.org
Member of the Healthy People Curriculum Task Force	<i>Healthy People Curriculum Task Force</i> – Association for Prevention Teaching and Research (APTR) (aptrweb.org) Access at: https://www.aptrweb.org/general/custom.asp?page=HPC_Taskforce	Malika Fair mfair@aamc.org

Workforce Diversity Portfolio

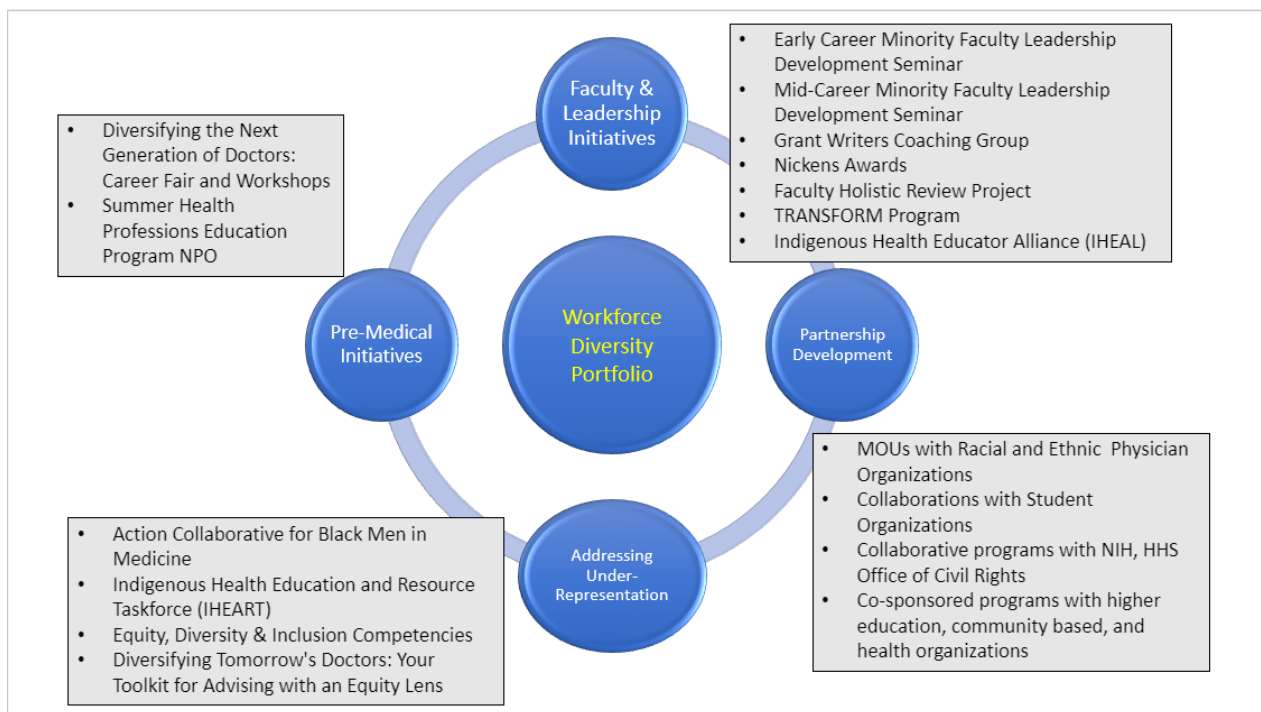
Senior Director: Norma Poll-Hunter, PhD

The mission of the **Workforce Diversity Portfolio** is to be a catalyst for the development of a diverse, culturally responsive healthcare workforce prepared to address societal health needs. Through the development of research, programs and strategic partnerships, the portfolio strives to inspire the next generation of physicians, faculty, and leaders, and facilitate an accessible and inclusive pathway to a career in healthcare and academic medicine.

The Workforce Diversity portfolio aims to:

- Develop programs and initiatives that attract and support historically underrepresented faculty and leaders to thrive in academic medicine;
- Create and lead programs that improve access to information and resources for students who are underrepresented in the health professions;
- Grow and sustain active collaborations with organizations that leverage resources and support mutually beneficial opportunities to increase workforce diversity; and
- Maximize the use of data, research, and evaluation to inform, build evidence, and stimulate action that advances diversity and culturally responsive education and training in the health professions.

The figure highlights the four focus areas for this portfolio with examples of the activities, programs and initiatives:



Our mission and focus areas are in alignment with many of the AAMC Strategic Action Plans: **Action Plan #1.** Strengthen the Medical Education Continuum; **Action Plan #2.** Extend AAMC's Leadership Role in Helping Students; **Action Plan #3.** Equip Medical Schools and Teaching Hospitals and Health Systems to Become More Inclusive, Equitable Organizations; **Action Plan #4.** Increase Significantly the Number of Diverse Medical School Applicants and Matriculants; and **Action Plan #6.** Enhance the Skills and Capacity of People in Academic Medicine

Workforce Diversity Portfolio – Programs and Initiatives

Program/Initiative	Description	Lead/Contact Info
Faculty & Leadership Initiatives		
AAMC Minority Faculty Leadership Development Seminars (Early and Mid-Career)	<p>Two seminars are held each year – one for early-career faculty and another for mid-career faculty at the Associate level. Each seminar brings together faculty from across the U.S. and provides participants with real-world guidance and tools for pursuing career advancement in academic medicine.</p> <p>Access at: https://www.aamc.org/professional-development/leadership-development/minfac</p>	<p>Ryan Henyard rhenyard@aamc.org</p>
Grant Writers Coaching Group	<p>The AAMC's Grant Writers Coaching Group for NIH Awards program supports faculty who are actively working on a NIH Career Development (K or R) proposal.</p> <p>Access at: https://www.aamc.org/what-we-do/equity-diversity-inclusion/grant-writers-coaching-group</p>	<p>Ryan Henyard rhenyard@aamc.org</p>
Herbert W. Nickens Awards	<p>These AAMC Awards recognize senior leaders, medical students, and assistant level faculty, who have made outstanding contributions to promoting diversity in medical education and health care equity in the United States.</p> <p>Access at: Herbert W. Nickens Award https://www.aamc.org/what-we-do/aamc-awards/nickens</p> <p>Herbert W. Nickens Faculty Fellowship https://www.aamc.org/what-we-do/aamc-awards/nickens-faculty-fellowship</p> <p>Herbert W. Nickens Medical Student Scholarships https://www.aamc.org/what-we-do/aamc-awards/nickens-medical-student-scholarships</p>	<p>Angela Moses amoses@aamc.org</p>
Faculty Holistic Review Project	<p>A collaborative project with Medical Education focused on applying the tenets of holistic review to faculty hiring practices.</p> <p>Access at: Advancing Holistic Review for Faculty Recruitment and Advancement</p> <p>Advancing Equity in Academic Medicine Through Holistic Review for Faculty Recruitment and Retention</p>	<p>Norma Poll Hunter npoll@aamc.org</p>

TRANSFORM Program	<p>A NIH-NIGMS supported grant with the University of Pittsburgh SOM, OHSU Northwest Native American Center of Excellence (COE), Rutgers New Jersey Medical School Hispanic COE, Meharry Medical College to plan, implement and evaluate a hybrid, longitudinal leadership development program to increase the diversity of researchers who aspire to the professor level and senior leadership in academic medicine.</p> <p>Access at: https://www.icre.pitt.edu/transform/index.html</p>	<p>Ryan Henyard rhenyard@aamc.org</p>
Indigenous Health Educator Alliance (IHEAL)	<p>IHEAL is a national collective of scholars and leaders committed to advancing the inclusion of Indigenous principles and practices in health professions education and training. AAMC is partnering with IHEAL to develop a special collection for Academic Medicine that focuses on Indigenizing Healthcare. The collection will include articles on any of the following subjects: medical education, Indigenous healthcare workforce development, health centers and traditional Indigenous medicine.</p> <p>Access at: Indigenous Health Educators Alliance (IHEAL) AAMC</p>	<p>Ryan Henyard rhenyard@aamc.org</p>
Partnership Development		
Racial and Ethnic Minority Physician; Medical Student; Community Based, Grassroots and Higher Education Organizations	<p>AAMC efforts to build and/or enhance established relationships with organizations that focus on advancing diversity in medicine, science and more broadly in higher education through co-sponsored programs and initiatives.</p>	<p>Kimberly Bellamy kbellamy@aamc.org</p>
Addressing Under-Representation		
Action Collaborative for Black Men in Medicine	<p>A network community focusing on systems-based solutions to increase the representation and success of Black men interested in medicine sponsored by the AAMC and the National Medical Association (NMA).</p> <p>Access at: https://www.aamc.org/what-we-do/equity-diversity-inclusion/action-collaborative-black-men-medicine</p>	<p>Kimberly Bellamy kbellamy@aamc.org</p>

Indigenous Health Education and Resource Taskforce (IHEART)	The Indigenous Health, Education, and Resource Taskforce (IHEART), a national collaborative to address the dearth of American Indian and Alaska Native (AIAN) individuals entering the health professions. IHEART includes health professions educators, learners, organizational leaders, and community members who are committed to AIAN communities and workforce diversity. IHEART is led by the Association of American Indian Physicians, American Indian Higher Education Consortium, Association of Native American Medical Students, the Indian Health Service and AAMC.	Norma Poll-Hunter npoll@aamc.org
Diversifying Tomorrow's Doctors: Your Toolkit for Advising with an Equity Lens	"Diversifying Tomorrow's Doctors: Your Toolkit for Advising with an Equity Lens," is a standardized training and complementary educational materials to enhance the professional development of individuals advising students who are interested in pursuing medicine. The pre-medical advising training is under development as eLearning modules to address the specific needs of students who are historically underrepresented and supplement the resources developed by NAMME, NAAHP, and NACADA for Pre-Health advisors.	Kimberly Bellamy Kbellamy@aamc.org
Publications	<p><i>Altering the Course: Black Males in Medicine</i> https://store.aamc.org/altering-the-course-black- males-in-medicine.html</p> <p><i>Action Collaborative for Black Men in Medicine. Strategy Summit Proceedings, October 2022. Washington, DC: AAMC and NMA, 2023.</i> https://www.aamc.org/media/70081/download?attachment</p> <p><i>Reshaping the Journey: American Indians and Alaska Natives in Medicine</i> https://store.aamc.org/reshaping-the-journey-american-indians-and-alaska-natives-in-medicine.html</p> <p><i>Diversity among Hispanic/Latinx US Physicians</i> https://www.aamc.org/media/56736/download</p>	Norma Poll-Hunter npoll@aamc.org

Pre-Medical Programs		
RWJF Summer Health Professions Education Program	<p>The Summer Health Professions Education Program (SHPEP) is a free academic and career enrichment program focused on improving access to information and resources for college students interested in the health professions.</p> <p>Access at: https://www.shpep.org</p>	<p>Harold Baker hbaker@aamc.org</p>
Diversifying the Next Generation of Doctors: Career Fair and Workshops.	<p>Diversifying the Next Generation of Doctors: Career Fair and Workshops.</p> <p>Access at: https://students-residents.aamc.org/minorities-medicine/diversifying-next-generation-doctors-career-fair-and-workshops-0</p>	<p>Angela Moses amoses@aamc.org</p>

Research, Leadership, and Institutional Transformation Portfolio

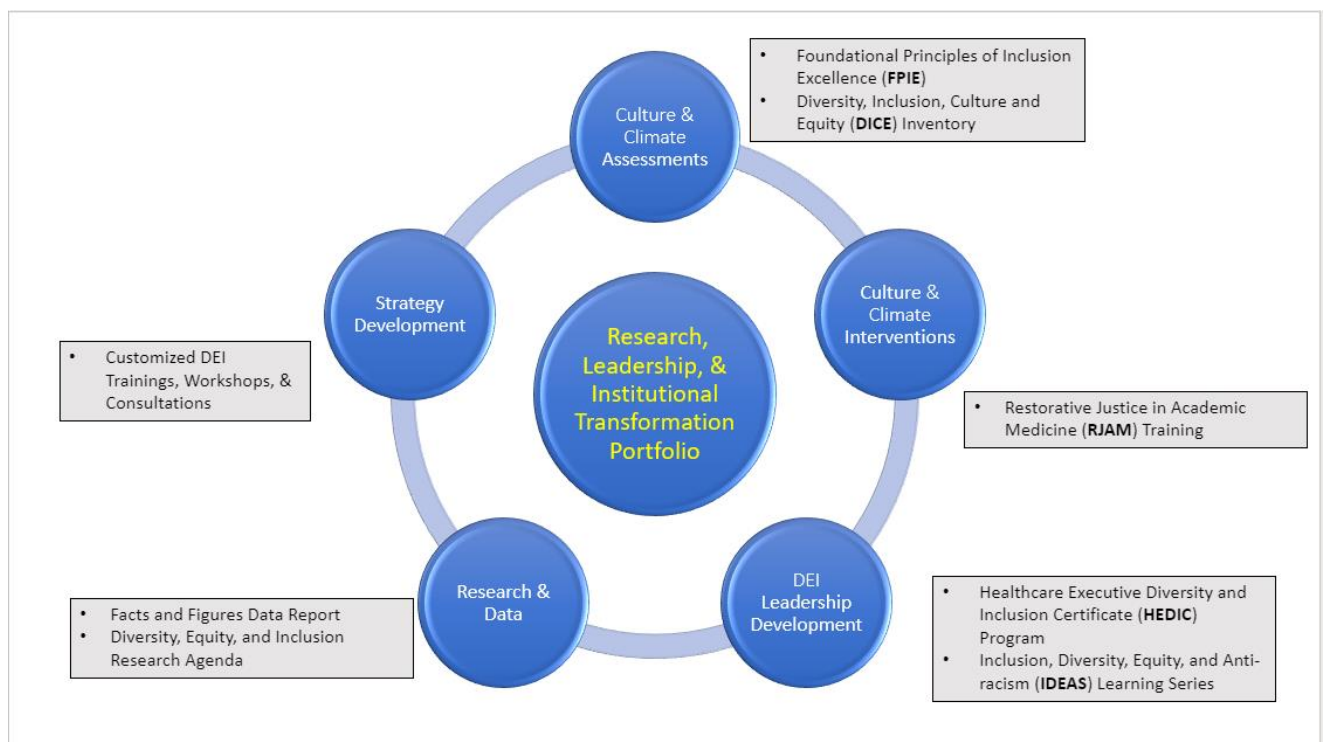
Senior Director: Taniecea Mallery, PhD

The mission of the **Research, Leadership, and Institutional Transformation (ReLIT) Portfolio** is to advance learning and workplace environments towards achieving an inclusive culture and emerging as equity-minded medical schools, teaching hospitals, and health systems. We serve our members by promoting and assisting in strategy development and implementation of equity, diversity and inclusion initiatives, providing leadership professional development, climate and culture assessment tools, interventions, and resources, and disseminating research and data to inform decision-making and best practices.

The Research, Leadership, and Institutional Transformation portfolio aims to:

- Develop and promote culture and climate assessments that help medical schools, teaching hospitals, and health systems assess their diversity, equity, and inclusion efforts;
- Create educational initiatives that help build capacity for organizational culture and climate that is inclusive and equity-minded;
- Deliver professional development offerings that equip leaders to advance diversity, equity, and inclusion at their institutions; and
- Leverage data and produce impactful research that leads to a deeper understanding of diversity, equity, and inclusion in academic medicine.

The figure highlights the five focus areas for this portfolio with examples of the activities, programs and initiatives:



The Research, Leadership, and Institutional Transformation portfolio aligns with the following AAMC strategic action plans: **Action Plan #1:** Strengthen the Medical Education Continuum for Transformed Health Care and Learning Environments; **Action Plan #3:** Equip Medical Schools and Teaching Hospitals and Health Systems to Become More Inclusive, Equitable Organizations; **Action Plan #4:** Increase Significantly the Number of Diverse Medical School Applicants and Matriculants; and **Action Plan #6.** Enhance the Skills and Capacity of People in Academic Medicine.

Research, Leadership, and Institutional Transformation Portfolio – Programs and Initiatives

Program/Initiative	Description	Lead/Contact Info
Culture & Climate Assessments		
Diversity Engagement Survey (DES)	A 22-question culture and climate assessment tool administered on the institutional and/or school level which could be used to assess baseline strengths and areas for improvement related to inclusion and diversity efforts. The DES was previously administered as a collaboration between the University of Massachusetts Medical School (UMass) and the AAMC. Effective June 30, 2023, the AAMC and UMass ended the partnership that supports the administration of the DES. Moving forward, UMass has full ownership and responsibility for administering the survey. Contact UMass Chan for more information: des@umassmed.edu	Asinia Crawford acrawford@aamc.org Taniecea Mallery tmallery@aamc.org
Foundational Principles of Inclusion Excellence (FPIE) Toolkit	This 9-question culture and climate assessment toolkit is a uniquely designed qualitative tool that provides organizations with an opportunity to better understand how key collaborators view the organization's commitment towards inclusion excellence through rich, in-depth discussions. Access at: https://store.aamc.org/foundational-principles-of-inclusion-excellence-fpie-toolkit.html	Antonio Bush abush@aamc.org David Acosta dacosta@aamc.org
Diversity, Inclusion, Culture, and Equity (DICE) Inventory	This 89-question inventory tool is a specialty product designed for academic medicine professionals striving to understand and improve the diversity and inclusion within their institution. Access at: https://store.aamc.org/diversity-inclusion-culture-and-equity-dice.html	Antonio Bush abush@aamc.org Taniecea Mallery tmallery@aamc.org
Culture & Climate Interventions		
Restorative Justice in Academic Medicine (RJAM)	This facilitator training program provides guidance to effectively incorporate the practice of Restorative Justice (RJ) for advancing equity, diversity, and inclusion in academic medicine. Learn more at: https://cloud.email.aamc.org/RJAM	Angela Moses amoses@aamc.org

DEI Leadership Development		
Healthcare Executive Diversity and Inclusion Certificate (HEDIC) Program	<p>This executive certificate program is an intensive academic program of diversity education specifically designed to develop the competencies leaders need to drive diversity as a core component of excellence in health care, and to become the next generation of chief diversity officers in academic medicine.</p> <p>Access at: https://www.aamc.org/professional-development/leadership-development/hedic</p>	<p>Asinia Crawford acrawford@aamc.org</p>
Inclusion, Diversity, Equity, and Anti- racism (IDEAS) Learning Series	<p>The IDEAS Learning Series is a monthly webinar series that brings in experts from across academic medicine.</p> <p>Access at: AAMC IDEAS Learning Series</p>	<p>Tiffani St.Cloud tstcloud@aamc.org</p>
Research & Data		
Facts & Figures Data Report	<p>This report series features a compendium of detailed statistical information on race, ethnicity, and gender patterns in U.S. medical education and practice patterns of the physician workforce.</p> <p>Access at: https://www.aamc.org/data-reports/workforce/report/diversity-facts-figures</p>	<p>Antonio Bush abush@aamc.org</p> <p>Charity Miller chmiller@aamc.org</p>
Diversity, Equity, and Inclusion Research	<p>The new research agenda addressing pertinent topics in DEI is being developed. We are interested in gaining your input and guidance for those areas on which the AAMC should focus.</p>	<p>Antonio Bush abush@aamc.org</p>

AAMC Strategic Plan – EDI’s Collaborative Efforts

AAMC Strategic Action Plan – access at <https://strategicplan.aamc.org/>

Strategic Action Plan	EDI’s Role	EDI Staff Involved
Action Plan #1: Strengthen medical education. Lead: Dorothy Andriole	Ensuring an equitable & inclusion learning and workplace environments across the continuum.	Malika Fair Norma Poll Taniecea Mallery
Action Plan #2: Support students. Lead: Steve Fitzpatrick	Ensuring that the unique challenges & barriers encountered by learners who are historically underrepresented are recognized, addressed & mitigated through an equity lens as they navigate the medical educational continuum & transition points.	Norma Poll
Action Plan #3: Focus on inclusivity. Lead: Malika Fair	Contributing to the development, design & implementation of an anti-racism roadmap Released Foundational Principles of Inclusion Excellence Toolkit – monitoring utility and outcomes. Released Diversity, Inclusion, Culture and Equity Inventory – monitoring utility and outcomes. COD planning to use tool and share data. See gender equity initiatives above.	Malika Fair Taniecea Mallery Antonio Bush Katrice Cain Tiffani St. Cloud Angela Moses Katy Carkuff-Corey Clarence Fluker Charity Miller Jaylan Weaver
Action Plan #4: Diversify tomorrow’s doctors. Lead: Geoff Young	Guiding the development of initiatives and programs and providing content expertise.	Norma Poll Harold Baker Kimberly Bellamy Sakima Jones Antonio Bush
Action Plan #5: Prioritize research. Lead: Rebekah Curlew	Developing, designing and implementing pathway for biomedical science careers	Antonio Bush
Action Plan #6: Evolve leadership skills. Lead: Tracey Pickard	Support and providing SME. Holistic hiring practices for faculty.	Norma Poll Malika Fair Taniecea Mallery
Action Plan #7: Improve access. Lead: Rocha McCoy	Providing racial equity/racial justice lens in work on telehealth, mental health, rural health and	Malika Fair Norma Poll

	vaccine hesitancy.	
Action Plan #8: Advance knowledge. Lead: Atul Grover	Providing support and SME. Serving on internal advisory board.	David Acosta Malika Fair
Action Plan #9: Promote health equity and health justice. Lead: Philip Alberti	Providing support and assistance where needed	Interim – Malika Fair
Action Plan #10: Adapt to change. Lead: Ann Steinecke	Providing support and SME.	Malika Fair David Acosta

Other Resources – Bibliography from EDI Team (Acosta, Fair, Mallery, Poll-Hunter)

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APPENDIX

Research, Leadership, and Institutional Transformation Portfolio – Areas of Impact

Our Areas of Impact

1 Dismantling institutional barriers to access and success

Diversity in medical education is essential to the health of all. However, access to and success in medical education remains a challenge for many individuals, particularly those who have been historically underserved. Our work seeks to critically examine and address barriers to access and success for learners, faculty, and staff, while leveraging data and research to evaluate interventions that bolster the values of diversity, equity, and inclusion in academic medicine.



Institutional
Culture and Climate
Assessment



Facts & Figures Data Hub
and Report Series



Sexual and Gender
Diversity Initiatives



Black Men in Medicine
Research Study



Chief Diversity Officer
Research Study

2 Building leadership competencies that help transform institutions

Cultivating an equitable and inclusive environment requires strong leadership armed with a unique set of skills. These include emotional intelligence, cultural humility, authentic relationship building, and the ability to strategically align DEI goals with the broader institutional mission, among others. We create evidence-based learning communities to build leadership competencies that cultivate and activate transformational leadership to advance diversity, equity, and inclusion in academic medicine.



IDEAS Learning Series



Healthcare Executive
Diversity and Inclusion
Certificate (HEDIC) Program



Restorative Justice in
Academic Medicine
(RJAM)



Essential Competencies for
Chief Diversity Officers
in Academic Medicine



Professional Competencies
for Improving LGBTQ
Health Care

3 Harnessing the power of collaboration to expand data, resources, and opportunity

Increasingly, collaboration has proven to be an integral strategy for addressing system-level inequities that impact academic medicine. Organizational partnerships help to align goals across the continuum of academic medicine and increase the collective impact of DEI efforts. Our work seeks to leverage collaboration for expanding access to data, resources, and opportunity, while developing and empowering leaders in academic medicine to create systems change.



Physician Data
Collaborative



Equity in Measurement &
Assessment Conference