DIVERSITY, EQUITY, AND INCLUSION (DEI) – DOMAINS AND AREAS OF FOCUS

DOMAINS

Cultural Effectiveness and Education
Embracing cultural differences and inclusion through education, team-building and communication – including DEI and anti-racist education.

Data Integrity and Equity Analytics
Develop, lead, execute and support equitable practices and policies to deliver high-quality and uniform clinical data and patient, staff, and faculty demographic data.

Engagement and Inclusion
Utilizing diversity councils and ERGs, surveys, evaluations, activities and events to promote full participation of faculty, staff, trainees, and students in order to enhance the patient experience.

Demographic Diversity
Promoting best practices in talent acquisition, development and retention to enhance demographic diversity of leadership, faculty, staff, trainees, and students.

Community Relationships
Supporting community outreach, engagement and collaboration with patient communities, professional organizations and external alliances, including supplier diversity and brand enhancement.

AREAS OF FOCUS

Advocacy for Women
Communications
Community Engagement
Diversity Councils and Employee Resource Groups
Education and Learning
Environmental, Social, and Governance
Leadership, Talent and Faculty Development
LGBTQ+ Programs and Policies
Military/Veterans

Patient Demographic Data
People with Disabilities
Recruitment, Retention and Advancement
Research on Health Disparities
Self-Care
Staff and Faculty Demographic Data
Supplier Diversity
Youth Education and Pathway Programs

As of 12/15/23