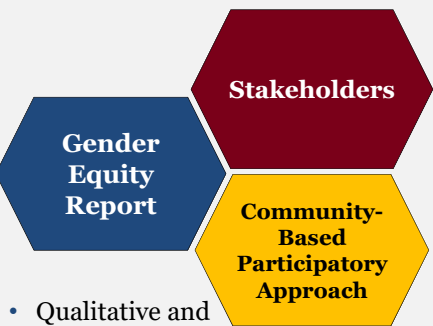


**Title**

**CWIMS: Igniting Action and Measuring Impact**  
Jerica M. Berge, PhD, MPH, LMFT, CFLE, Center Director

**Background**



- Qualitative and Quantitative Data
- 17 Recommendations

- Medical School Dean
- Office of Faculty Affairs
- University Provost
- External Advisory Board
- 27 Medical School Department Chairs and Faculty Reps.

- Top-down and Bottom-Up
- Action Oriented
- Incubator for Leadership

**Objectives**

- Become a Pacesetter in Addressing Gender Equity in Academic Medicine
- Alignment with ELAM project

**Methods**

- Evidence-based Framework: CBPR
- Environmental Scan of Gender Equity
- Gender Equity Report—17 Recommendations
- Content Analysis of Equity Report –4 areas of focus
  1. Four CWIMS action groups
  2. Four leadership positions to facilitate action groups
  3. Executive Leadership Team
- Strategic plan co-created for 1 and 3 year goals: Pioneering, Feasible, Measureable, Sustainable

**CWIMS Areas of Focus**



**CWIMS Mission:** CWIMS supports and facilitates leadership and professional development opportunities to achieve gender equity, diversity, and inclusion.

**CWIMS Vision:** CWIMS creates supportive institutional collaborations and infrastructures to ensure gender equity now and in the future.

**Outcomes**

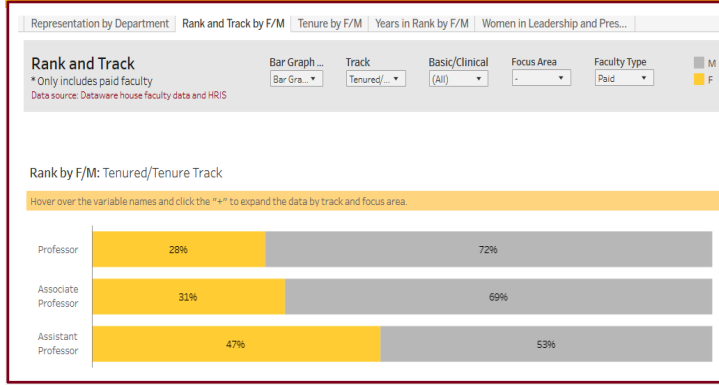
<b>8</b> Prestigious Awards to Women Faculty	<b>4</b> Action Groups <b>44</b> Action Group members <b>24</b> Departments representing
<b>12</b> Publication Matches	<b>631+</b> CWIMS Events Attendees
<b>302</b> CWIMS Connect Email List	<b>4</b> Funded Grant Applications

- **Mentoring Action Group (AG)**
  - Annual Events (Fall Retreat, Spring Workshop)
  - Distinguished Visiting Scholar Mechanism
- **Strategic Collaborations and Communication AG**
  - Award Nominations
  - Ignite Collaborative Action Initiative for Safety and Equity: TIMES UP Healthcare
- **Salary Resource Leadership Equity AG**
  - Data Dashboard: “Equity Vital Signs” report
  - Salary Equity Report and Review Committee

**Data Dashboard**

Recruitment | Representation | Grants | Publications

**Snapshots August 2020**



Women in Leadership Roles and Presenting: FY19

Leadership Roles			Faculty Presenting				
Department	Total # Faculty	% Women in Leadership Roles	Department	Total # Faculty	% Women		
LMP	19	7	37%	LMP	35	12	34%
Medicine	17	7	41%	Medicine	53	23	43%
Microbiology and Immuno..	3	1	33%	Microbiology and Immuno..	28	14	50%
Neurology	10	4	40%	Neurology	19	10	53%
Neuroscience	11	4	36%	Neuroscience	29	16	55%
Neurosurgery	0	0		Neurosurgery	14	5	36%

**Retention and Recruitment AG**

- Exit Interview Best Practices
- Early Pathways to Success Program
- COVID-19 Perspective Publication from Junior Faculty

**Leadership Team**

- COVID-19 Faculty Survey
- “Innovations Lab”
- Pathways to Publications
- Focus Groups: Gender Gap between Associate to Full Professor

**Future Vision**

- Grow Collaborations Nationally: Midwest Consortium
- Expand to include faculty, staff, and students