CWIMS Supports and Facilitates Leadership and Professional Development Opportunities to Achieve Gender Equity, Diversity, and Inclusion.

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.

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

Objectives

- 8 Prestigious Awards to Women Faculty
- 12 Publication Matches
- 4 with 44 representing 24 Action Groups
- 631+ CWIMS Events Attendees
- 302 CWIMS Connect Email List
- 4 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

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

Stakeholders

- Qualitative and Quantitative Data
- 17 Recommendations

Methods

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