

Leveraging Departmental Experience to Support Institutional Diversity, Equity and Inclusion Efforts

Amy S. Kelley, MD, MSHS, Senior Associate Dean for Gender Equity in Research Affairs;
Vice Chair for Faculty Development, Department of Geriatrics & Palliative Medicine

BACKGROUND

Beginning in 2017, Departmental programs sought to address 3 key challenges:

- Attrition among junior faculty
- Languishing Assistant Professors
- Need for greater diversity in faculty and leadership

COVID intensified these concerns. ISMMS seeks to tackle similar issues across the institution.

OBJECTIVES

Could lessons learned at the Department level support initiatives across the institution?

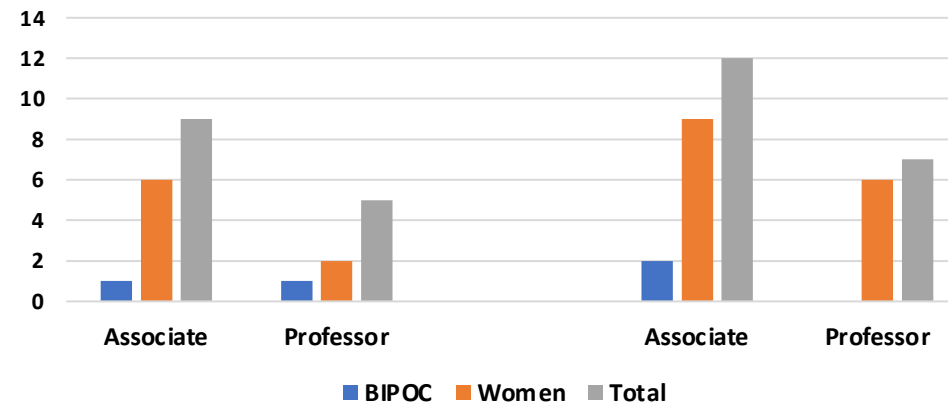
What partnerships & modifications would be needed?

CORE COMPONENTS

- Skills & knowledge building through professional development curriculum
- Mentorship: structure, training, expectations
- Target key career periods, populations
- Connection to academic opportunities
- Metrics to demonstrate impact

RESULTS TO DATE

Department Promotions 2013-2016 vs 2017-2020



Network of Partners:

- Program development
- Grant proposals
- Data collection
- Recruitment & retention
- Resource stewardship
- Policy development

ONGOING EFFORTS

- Network & Relationship Building to find synergies and avoid redundancy
- Investigate & address needs of unique groups (e.g., Antiracism Task Force)
- Obtain funding to build programs (e.g., FIRST Cohort, Doris Duke COVID Fund)
- Engage stakeholders for policy change

NEXT STEPS

- Integrate data collection efforts
- Establish common metrics: compensation, promotion, recruitment, and retention
- Build national networks to learn and share

ACKNOWLEDGEMENTS

- ELAM Sponsor, Dean Charney
- Dept of Geriatrics & Palliative Medicine:
 - Chair & Leadership Team
 - DEI Task Force
 - Wellness Champion
- Office of Gender Equity
- Office of Diversity & Inclusion
- Office of Faculty Development
- Center for Scientific Diversity

Presented at the 2021 ELAM® Leaders Forum