

Bessie Young, MD, MPH

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KEY COLLABORATORS **Barbara Jung, MD**, Chair Department of Medicine, **Paula Houston, Ed.D.** OHCE VP UW Medicine

BACKGROUND

Equity, Diversity, and Inclusion (EDI) efforts within the UW Department of Medicine (DOM) have been hampered by the lack of dedicated programs and leadership.

A new Associate Chair for Diversity and Inclusion will allow for development of dedicated programs and EDI planning within DOM.

Targeted efforts to increase EDI efforts within DOM will move the program forward.

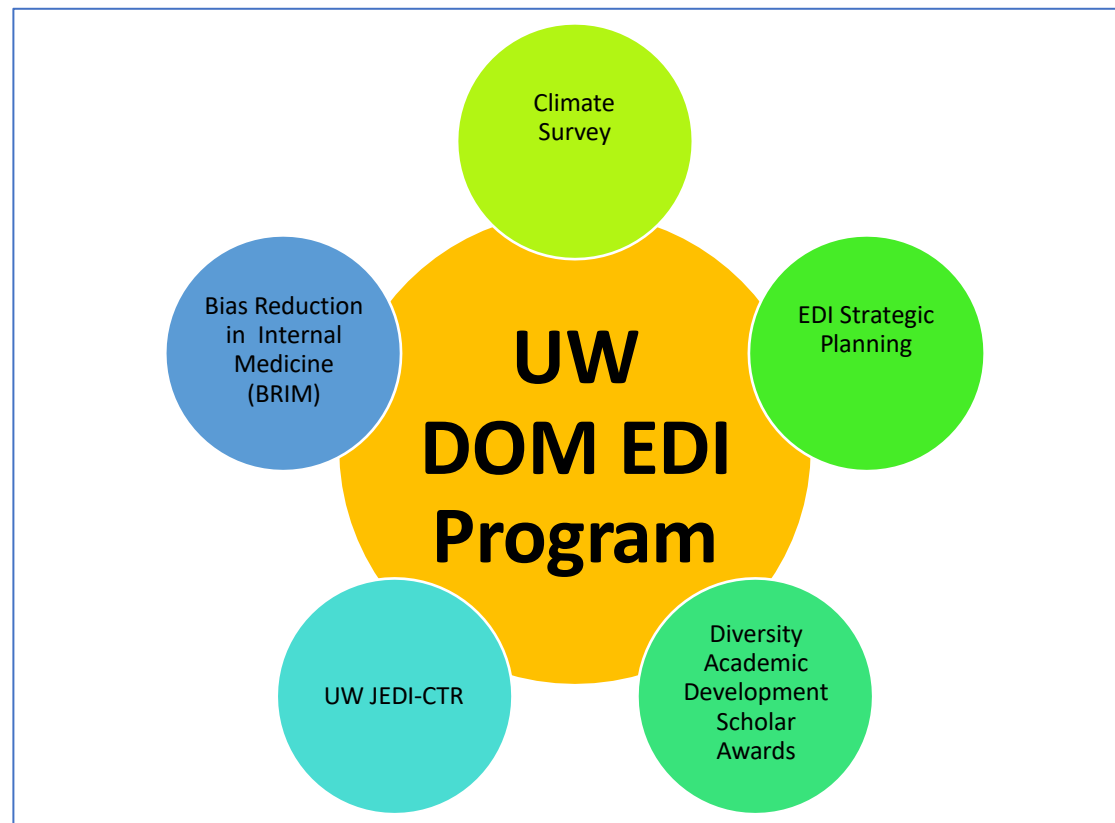
OBJECTIVES

1. Develop a sustainable EDI program for the Department of Medicine (DOM)
2. Evaluate climate within DOM
3. Determine how EDI are important to the broader mission and strategic planning of DOM and the UW School of Medicine
4. Develop transformative new programs to increase diversity within DOM Trainees

METHODS

1. Develop and implement a climate survey
2. Engage critical internal stakeholders in EDI Strategic Plan, mission and vision
3. Develop new DOM Trainee transitional funding
4. Develop new center for EDI research

RESULTS

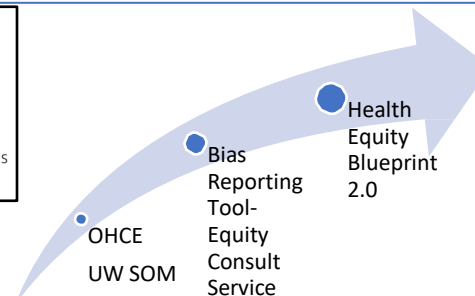


February 3, 2021

Bessie Young joins Office of Healthcare Equity

PEOPLE

UW Medicine's [Office of Healthcare Equity](#) welcomes [Bessie Young](#), MD, MPH, as the new medical director and associate dean for Healthcare Equity.



DISCUSSION

UW DOM will be used as a model for UW SOM to further develop EDI efforts. Building on foundation efforts, UW SOM:

- Climate and Discrimination survey
- EDI Foundational Training
- Funding for students, trainees, staff recruitment and retention
- EDI strategic planning
- UW Healthcare Equity Blueprint 2.0

NEXT STEPS

1. Develop a climate Survey for the SOM
2. Meet with all Department Chairs to develop goals for EDI efforts
3. Engage all critical stakeholders to further UW SOM EDI efforts including-- Students, Trainees, Faculty, Community, and Staff
4. Develop UW Equity Blueprint 2.0

CRITICAL PARTNERS

- ! Office of Health Care Equity (OHCE)
- ! UW SOM Department Chairs
- ! UW SOM Students, Trainees, Faculty, Staff
- ! Community Partners
- ! UW DOM Diversity Council
- ! My LC – "WELAM"