

DEPARTMENT OF SURGERY DIVERSITY, EQUITY, AND INCLUSION AY24 STRATEGIC PLAN



Education/Evaluation

- Continue quarterly **DEI Grand Rounds content**
- Annual Implicit Bias Mitigation Training
- Allyship Panel (collaboration with WSC)
- DEI Documentary Screening

Continue utilization of **M&M Health Equity Classification System** (national pilot study in progress)

Increase **DoS footprint at SNMA/AMEC**→encourage participation by non-minoritized members of the department

Create formal trainee mentorship program focused on URiM residents and fellows (**The Ulysses Grant Dailey Society**)

Clinical Care/Access

- Continue **Multidisciplinary Adult Trauma Clinic** (with possible pediatric expansion)
- Improve the post-discharge process for trauma patients in an effort to promote patient safety and reduce re-admission
- Address barriers to discharge and f/u appointments (insurance, transportation, etc.)

Seek funding for personal **patient navigator program** (Surgery SHINES program)

Resident Acute Care Surgery (RACS) Service Evaluation

- Subcommittee is assisting Dr Buie in her evaluation of this program

Recruitment, Career Development, Promotions

- Continue utilization of **new promotions workflow**
- Promotions Discussion Aid created by the Promotions Committee (lead by Dr. Donington)
- Annual review of junior/mid-level faculty with Section Chiefs

Build out junior faculty mentorship program

- Was pilot last year successful? What needs to be changed?

Integration of more comprehensive **Exit Survey**

Collaborate with GM for upcoming **faculty development workshops**

Surgeon Life, Wellness, and Community Engagement

Improve communication around opportunities for members of the department to participate in community activities

Collaborate with WSC around continuous improvements in family leave and lactation policies

Continue support of **“Deep Cuts: Exploring Equity in Surgery” podcast**

Continue participation in established pathway programs (MedCeep, HPREP, HVC mentorship program)

Encourage members of the department to utilize the **DoS ombuds program**

Communications

- Complete O-224 updates**
- Current wall décor consists of portraits of past Chairs.
- Updating the décor to create a neutral workspace that better reflects our Department’s mission and vision.
- **Dorian Sylvain—South Side muralist**

Begin planning for **“Women in Surgery” display** (outside G217)

Increase social media presence (@UofCSurgeryDEI)

Continuous updates to website and departmental TV displays

Continue monthly DEI newsletter

Ongoing emphasis on 1) **scholarly output of our DEI efforts** AND 2) **socializing our work nationally through informal channels** (Op-eds, podcasts, invited talks, social media, etc.)