

Baylor College of Medicine
Second Annual Diversity, Equity and Inclusion Showcase
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Title of Proposal: Development of a Division of Diversity and Health Equity

BCM Mission Area: Healthcare

Primary Contact: Edgardo Ordonez, Faculty

Email Address: Eordonez@bcm.edu

Department: Henry JN Taub Department of Emergency Medicine

Presenters: Edgardo Ordonez, MD, MPH

Abstract:

Background: Diversity, equity, and inclusion (DEI) is essential in providing equitable care to our diverse patient population and should be interwoven into all aspects of departmental operations. The Henry JN Taub Department of Emergency Medicine aligns its values of diversity, education, leadership, and service with the institutional mission of Baylor College of Medicine. In January of 2021, the department created an infrastructure to formalize and advance DEI and maintain long-term stability. Methods: The department decided to advance diversity efforts through a multi-pronged approach to develop a “Division” within the department. First, a Director of Diversity, Equity, and Inclusion was appointed. A strategic plan was then developed that began with an analysis of the current state of DEI within the department. A mission and vision statement was created. Specific focus areas were delineated and included 1) Educational Initiatives & Training, 2) Research & Quality Initiatives, 3) Community Engagement, and 4) Recruitment & Retention. We convened a DEI Committee to hold regular monthly meetings. Three additional leadership positions were created within the organizational structure, including two Assistant Directors of DEI and a Chief Resident of Diversity, Inclusion, & Community Engagement. Results: With formalizing our initiatives in the department, we have been able to leverage our past successes to further establish ourselves as a model department and residency program in DEI. We recruited a class in which 75% were underrepresented in medicine (UiM). We created a formal Health Equity and Social Emergency Medicine curriculum that has held bi-monthly lectures. We have recently funded three health equity research

projects within the department and published multiple scholarly projects. We have also established a mentorship pipeline with Teach for America. Conclusion: The Henry JN Taub Department of Emergency Medicine is dedicated to creating an inclusive environment and advancing health equity through the creation of a Division of Diversity and Health Equity that is focused on recruitment, curricular implementation, research, and community engagement.