

## Abstract: 2020 Diversity, Equity and Inclusion Showcase

Baylor College of Medicine – Children’s Hospital of San Antonio

Speaker: Oluwadamilola Ejike

Devastating current events have galvanized Baylor College of Medicine-Children’s Hospital of San Antonio (BCM-CHofSA) faculty to assemble a Diversity Council with a mission to design and establish an inclusive, supportive, safe and equitable environment (for persons of all races, ethnicities, genders, and abilities), in an effort to provide high quality patient- and family- centered care, inculcate cultural sensitivity and race and gender awareness within the early pediatric career workforce, ensure that all members of our community thrive and succeed, and contribute to the advancement of scholarship in the field. Initial steps in designing the Council included inviting faculty, residents, and community pediatricians with diverse backgrounds to serve as members, crafting a needs assessment to inform next steps, and developing actionable goals and objectives. Our Diversity Action Plan aspires to eliminate health disparities, construct a longitudinal resident curriculum, support research in health equity, and build partnerships within our community in an effort to reduce the effects of racism and improve the health and well-being of ALL children and youth. In addition to achieving goals in the clinical, education, research, and community spheres, we, in collaboration with our Associate Dean, who is compiling timely faculty diversity data, aim to intentionally ensure diversity when recruiting new faculty and among those in leadership positions.