

Abstract: 2020 Diversity, Equity and Inclusion Showcase

Henry JN Taub Department of Emergency Medicine & Emergency Medicine
Residency

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Background: Advancing diversity, equity, and inclusion within academic departments requires intentional efforts and is critical in providing equitable care to our diverse patient population. 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. Methods: The department collaborated with the Office of Institutional Diversity, Inclusion, and Equity (DI&E) to develop and equity action plan for the upcoming academic year. Planning was done via small workgroups that provided input on 1) departmental infrastructure, 2) recruitment and onboarding, 3) retention and advancement, 4) climate, inclusion, and engagement, 5) DI&E research, training, and education. The department also held its annual program evaluation committee (PEC) meeting and submitted recommendations. Results: The department and residency program undertook several initiatives based on recommendations from the PEC and equity action plan workgroups. The department created a new leadership role for a Director of Diversity, Equity, and Inclusion. Two new Faculty Inclusion and Equity Ambassadors were appointed. Residency program leadership began the development of a new "Health Equity and Social Emergency Medicine" Curriculum. An outline for DI&E workshops and training to be delivered was created. The department formed a diversity and inclusion writing group. Plans are also underway to increase community engagement, health equity research, and quality initiatives. Conclusion: The Henry JN Taub Department of Emergency Medicine is dedicated to creating an inclusive clinical learning environment through curricular reform, research, and community engagement, to provide equitable, high-quality patient care.