EXAMPLES: INITIATIVES FOR CHANGING DEPARTMENTAL AND PROGRAM CULTURE

Department Level
- Create a Departmental diversity/inclusion statement
- Appoint a Departmental trainee liaison to NURF
- Meet with Chair/Division Head to specifically discuss diversity/inclusion initiatives and strategy
- Create a Departmental diversity committee
- Dedicate FTE for role with responsibility for diversity/inclusion initiatives
- Review and supplement departmental diversity/inclusion climate survey

Faculty Level
- Identify faculty champions for cultural humility and diversity/inclusion
- Train mentors in “mentoring across differences”
- Require/offer training for faculty: cultural humility, diversity, inclusion, bias, micro-aggressions

Program Level
- Dedicate FTE for role with responsibility for diversity/inclusion initiatives (APD for Diversity/Inclusion)
- Attend to composition of program leadership re: diversity/inclusion – consider with new additions
- Fund travel for a program representative to national meetings (SNMA, LMSA)
- Unconscious bias training for selection committee
- Intentional/second review of all URM applications
- Revision of screening criteria for URM applicants

Applicant Level
- Create and post a Program Diversity Statement
- Create and fund a Visiting Medical Student Subinternship for URM candidates
- Create diversity recruitment days
- Intentional application-interviewer matching and/or offer applicants choice of interviewers
- Post-interview communication to URM applicants (if specialty allows)

Trainee Level
- Create a Resident/Fellow Diversity Committee or task force
- Program diversity/inclusion climate survey
- Create didactic experiences in cultural humility, diversity, inclusion, bias, micro-aggressions
- Include the voices of diverse patient populations (patient panels, etc)
- Common book or book club
- Cultural events/celebrations

Affinity Group Level (e.g., Women in Medicine, LGBTQI in Medicine)
- Intentional programming – lectures, seminars, dedicated mentorship program
- Book or journal club
- Dedicated mentorship program