

DEI Statements

Department of Pediatrics

Faculty Development Workshop

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SCHOOL OF
MEDICINE

Agenda

- UNC SOM DEI Promotion Requirements
- Examples of DEI activities
- DEI Statements
- DEI Subcommittee on Appointments, Promotion, and Tenure

Who am I?



Pediatric Residency Program

Who am I?

- Charlotte, NC 2003-2007
- Mooresville, NC 2008-2020
 - Medical Director, SCN
- UNC
 - September 2020
 - Assistant Professor, Division of Neonatal-Perinatal Medicine
 - Full-time Fixed-term faculty member
 - Medical Director, SCN, UNC Health Nash, Rocky Mount, NC
 - Chair, DEI Subcommittee on Appointments, Promotion, and Tenure
 - Research interest – multiple births

- "...are committed to improving the health of North Carolinians and others we serve through excellence in patient care, education and research. We aim to serve our patients expert care regardless of age, ethnicity, gender, race, religion, sexual orientation, gender identity or socioeconomic background, and we strive to embrace diversity, equity and inclusive excellence through our actions, our policies and our culture."

Formal DEI Statement

"The University of North Carolina School of Medicine and the UNC Medical Center are committed to fostering a diverse, equitable and inclusive workplace that enhances our learning environment, innovative research, and the quality of care available to all. We believe that a culture of diversity, equity and inclusion leads to new ways of thinking, behaving and caring.

We embrace the Association of American Medical Colleges' (AAMC) definition of diversity, including the recognition that diversity is not limited to gender, race and ethnicity, but must also include age, socioeconomic status, sexual orientation, gender identity, religious commitment, physical ability and other varied backgrounds and life experiences.

Together, the UNC School of Medicine and the UNC Medical Center strive to recruit, retain, and develop a diverse group of individuals to ensure a vibrant community that promotes excellence in education, discovery, clinical care and the elimination of health disparities locally, regionally and nationally."

4 – Tiered Mission



C Clinical Care

A Advocacy

R Research

E Education

Where is the information?

- UNC School of Medicine
- <https://www.med.unc.edu/facultyaffairs/career-navigation/>
- <https://www.med.unc.edu/hr/epa-2/faculty-appointments-promotions-and-tenure/>
 - Middle of the page click to access the site
 - **School of Medicine Promotion and Tenure Toolkit**
- Guidelines for Appointment, Reappointment, and Promotion (Revised May 2021)
 - 49 pages
 - Appendix 4, page 36
 - DEI Statement Guidance and Examples of DEI Activities
 - Sample DEI statements under Dossier preparation resources under documents to the left
- Goal of this workshop: to have the information in one place
 - Make slides available

DEI: Required Common Criteria

- For Appointment, Reappointment, and Promotion for Variable, Fixed-Term, and Tenure-Track, All Areas of Excellence
- DEI efforts should be considered broadly.
- A statement is required as part of the C.V. and promotion dossier.
 - Teaching
 - Research
 - DEI
- Statements:
 - outline the depth and breadth of efforts in each area, including but not limited to the impact of work, philosophy and style, team-based projects, and mentee interactions, etc.
 - Like a C.V., these statements need to remain up to date.
- Faculty DEI efforts should be documented in the Department Chair's letter, C.V., and letters of reference (if appropriate).

DEI Activities/Efforts - examples

- Participation in predoctoral student programs or mentoring (e.g., Summer Science Enrichment Program, student or resident-led advocacy groups)
- Participation in departmental, hospital, etc. DEI committee work
- Participation in health equity work either through clinical or research activities
- Completion and application of DEI training (Safe Zone, Unconscious Bias)
 - <https://www.med.unc.edu/inclusion/>
- Working with underrepresented minority (URM) youth to increase interest in STEM careers
- Leading journal or book clubs on DEI topics
- Promoting social justice (create curricular content that uses inclusive concepts, imagery, and terminology regarding protected status)

DEI Activities/Efforts - examples

- Promote a positive inclusive learning/working environment within the SOM
- Promotion of DEI within selection processes for students, residents/fellows, faculty, and staff
- Participation in leadership development programs to promote DEI in the SOM (Academic Career Leadership Academy in Medicine Program (ACCLAIM); Association of Professional Women in Medical Sciences)
- Being actively involved in clinical or basic science research that impacts UR populations
 - Demonstrating evidence of application for externally funded research that impacts UR populations
 - Inviting/sponsoring a scientific speaker to discuss research results that impact UR populations

DEI Activities/Efforts - examples

- Providing DEI lectures to students, residents, or peers
- Developing DEI curriculum
- Presenting teaching rounds or patient conferences that include DEI topics
- Hosting a scientific seminar speaker from a UR group
- Teaching, mentoring, or coaching underrepresented students, trainees, or colleagues
- Mentor UR students in SOM pipeline programs; participate in campus-wide scientific or educational outreach activities focused on UR or under-served groups (e.g., Science Enrichment Preparation, Project Uplift, Rural Health-High School Outreach; Rural Medicine Pathway Program, Science Enrichment Program, etc.)
- Caring for underserved populations and efforts to reduce health disparities
- Publications in smaller or niche journals that deal with diversity matters

- A one-half to full-page summary documenting faculty members' efforts to support and further the SOM DEI mission
 - there are no metrics that will be/are used to determine the adequacy of the faculty member's DEI activity (activities)
- The purpose of the statement is to highlight how faculty support/promote a diverse, equitable, and inclusive campus community.
- Include participation in DEI activities and reflection on how these activities are relevant to their work

DEI Statements - Samples

- Link <https://www.med.unc.edu/facultyaffairs>
- Quick Links on right = Promotion and Tenure resources
- 5 sample statements

DEI Statements - Samples

Sample #1:

“My commitment to diversity, equity and inclusion manifests in two primary ways. First, I serve on the Department’s **Diversity Committee**. My role thus far has been to assist in a faculty search by providing feedback on the diversity of the applicant pool, including advocating for applicants that augment the diversity of the applicants. Second, as a First Year Group leader, I am in charge of **mentoring first year BBSP students** and my students often include members of typically underrepresented groups in the sciences. As such, I do my best to provide these students with a nurturing environment during their first year, and routinely liaise with the IMSD program to foster their development. I also currently **mentor one graduate student in my laboratory who comes from an under-represented group**, and I have sought to provide them with a rich training environment. **Through these experiences**, I have become aware of how gender, race, and socioeconomic status influence training opportunities and outcomes, and how this hinders the diversification of the faculty body.”

DEI Statements - Samples

- Sample #2:
 - 3 paragraphs:
 - Supporting diversity in the laboratory
 - Supporting diversity at the University level
 - Supporting diversity in the community
- Sample #3:
 - 2 paragraphs: included cited references

DEI Statements - Samples

Sample #4: mentoring

“I am committed to promoting diversity, equity, and inclusion (DEI) in my clinical work, research and training programs. I have completed **Bias 101 and Safe Zone training**, and proudly display an equity sign on my laptop. On two occasions while using my laptop at a coffee shop, I have been approached by a complete stranger who said ‘thank you for your support’. In addition, 3 years ago I was asked to serve as a **mentor to students enrolled in the UNC Science Enrichment Preparation** (SEP) Program. SEP is an 8-week, honors-level academic enrichment program that targets first-generation, underrepresented minority, rural, and/or socioeconomically disadvantaged undergraduates seeking admission into graduate health professional programs. Students shadow a UNC faculty member in an area of their interest. Over the last 3 years I have mentored 4 students and remain a mentor to one of them. This activity is **one of the most rewarding** mentoring experiences for me because the students are eager, genuine and respond positively to any advice and guidance on their quest for a career in medicine. As I move forward in my career, I **intend to continue** to include issues of equity and inclusion in my bedside teaching. I **commit to annually** attending a seminar offered by the University Office of Diversity and Inclusion to learn more about the intersectionality of race, gender, and sexual orientation in clinical care and medical education, and to confront my own biases and the biases of our medical culture to improve inclusivity in my environment. “

DEI Statements - Samples

- Sample #5:
 - Nearly 1 ½ pages
 - Patient care
 - Research
 - Mentorship
 - National outreach – chair of a national society, deputy editor of a journal
 - Well established in their career

DEI Subcommittee on A, P, and T

Our Mission:

To assist Department of Pediatrics faculty members with identifying DEI activities, drafting DEI statements, and other DEI needs while upholding UNC Health Children's four-tiered mission CARE and furthering the SOM DEI mission.



Committee Members

- Laura Reniker, MD - Chair, NPM
- Nina Jain, MD – Peds Endocrine
- D’Amani Hillman – Research assistant Peds Heme-Onc
- Thalia Tulloch – Admin specialist Peds GI
- Alexandria Card – Pediatric resident PGY2

- Laura_Reniker@med.unc.edu
- Dr. Stuart Gold
- <https://www.med.unc.edu/pediatrics/diversity/>



DEI Subcommittee on A, P, and T

- Plans
 - DEI statement boot camp
 - DEI statement survival guide for Dept of Peds
 - Objectives:
 - Help faculty members identify DEI efforts they are involved in or can become involved in
 - Review DEI statements
 - Personalize
 - Other
 - Mentoring URiM members of the department

DEI Statement – My Own

“I demonstrate my commitment to diversity, equity, and inclusion in two main ways. First, I am both the Medical Director of the Special Care Nursery at UNC Health Nash in Rocky Mount, N.C., and the Chair of the Department of Pediatrics. In these roles, I **strive to promote diversity, equity, and inclusion through policy updates, my commitment to delivering excellent, compassionate quality care, and being an example to staff.** One of my **main challenges is ensuring appropriate routine newborn follow-up care in this rural community.** Provider supply is low, there is a reluctance to see any patient who is not routine, and practices routinely do not accept new patients. When I started here, it was a daily battle for my APPs and me to find follow-up appointments. This was also during the height of the **SARS-CoV-2 pandemic which uncovered fractures in access to care everywhere.** In the past 2 years, through team efforts, newborn follow-up has improved. I have also realized that while the **regionalization of health care** has many benefits, unfortunately, it **exacerbates access** to specialized care for patients with lower levels of socioeconomic status. I ask parents about their transportation and ability to travel to local and distant appointments. When appropriate, I will adjust plans to suit their abilities while ensuring their child is receiving appropriate care. **I will continue** to strategize solutions and opportunities to improve access to care in my community while maintaining a daily commitment to promoting diversity, equity, and inclusion in my clinical and medical director duties.

Second, as **Chair of the Department of Pediatrics DEI Subcommittee on Appointments, Promotion, and Tenure**, I, and my committee members, are tasked with assisting faculty members with identifying their DEI activities, helping to draft and review their DEI statements, and any other DEI needs that may arise. This first year, 2023, I will deliver a faculty workshop on DEI statements and the committee has plans to develop a DEI statement boot camp or survival guide.”

Take Home Points

- Be genuine
- Be broad
- Reflect
- Do not stress!



Questions?

