



BELONGING
AT YALE

Yale School of Medicine

2023

YSM advances equality and opportunities for women and all groups underrepresented in medicine through education, training, community, and advocacy. This includes the recruitment, advancement, and retention of underrepresented faculty and students through outreach, mentorship, leadership opportunities, and culture building. Through its Office of Diversity, Equity, and Inclusion (ODEI), YSM also provides resources for departments to advance DEI initiatives and for anyone seeking guidance around discrimination and harassment.

DIVERSITY, EQUITY + INCLUSION PLANS



SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

YSM will hire a new Associate Director of DEI Training who will roll out a five-part DEI Learning Continuum. The goal is for all members of YSM to have access to the workshops below. Some will be offered in person and others online. Themes of the continuum include:

- Diversity, Equity, and Inclusion and social identity
- Understanding implicit bias and microaggressions
- Creating inclusive spaces through emotional intelligence
- Creating Inclusive Educational Spaces to effectively engage diverse groups
- Discussion and application using case-based scenarios

YSM will require all new staff to take the Kantola eLearning DEI training as part of their onboarding process. The 40-minute interactive educational tool uses real-life stories that make DEI-related issues relatable for everyone. The modules focus on how to have constructive communication and ways to give and receive constructive feedback around potentially sensitive topics. After completion, participants have access to actionable resources.



DIVERSITY OF THE YALE COMMUNITY

Beginning in the fall of 2023, YSM will partner with New Haven Lab Track (BioLaunch) and the Yale Animal Resources Center to identify up to five internships per year. The program targets New Haven area residents with a high school degree. The goal is for the internships to lead to regular employment at Yale University.

The school will continue the following two department-level goals for FY24:

- Track and record the proportion of residency and fellowship applicants who are women or underrepresented in medicine
- Track and record the proportion of faculty search applicants who are women or underrepresented in medicine and/or science

The Dean's office will provide each department with the ACGME's national demographic data for their residency specialty and the AAMC's national data for faculty in their specialties. Departments whose applicant pool diversity is significantly below the ACGME/AAMC national benchmark data will be asked to develop an action plan to increase the diversity of future applicant pools.

The ODEI, in consultation with the Dean and Diversity Champions, will develop a method for speakers to anonymously report their demographic data. Data will be aggregated.



EQUITABLE PROCESS, PROCEDURE, & RESPONSES

The following two department DEI goals from FY23 will continue for FY24, as they are specifically designed to address equitable sponsorship:

- Develop a catalog of career-advancing national leadership opportunities and honorifics for which the department will sponsor members each year
- Track the number of faculty who are nominated for any professional development opportunities that are designed to enhance leadership skills.



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Completion of the Faculty Development Questionnaire (FDAQ) will remain a goal for FY24. For FY23, we targeted a completion rate of 70% by faculty. For FY24, our target completion rate by faculty is 95%, with 100% of faculty who complete the FDAQ meeting with department leadership.



ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

To elevate and make staff contributions to the mission and values of YSM visible, we will assemble a working group comprised of business operations staff, C&T staff, managers and other staff leaders, Emerge leadership program alumni, and human resources leadership. The sponsors of the working group will be Deputy Deans Arnim Dontes and Darin Latimore.

The working group will be charged with identifying additional opportunities for staff recognition categories and identifying existing platforms (newsletters, websites, social media) where we can showcase staff and their contributions, helping to align the school and the hospital's staff-appreciation events and developing a vision for an annual staff celebration ceremony that would occur during Staff Appreciation week.



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

To assess the culture and climate, YSM administered the Diversity Engagement Survey to all members of the community in May and June 2022. Results were available in September 2022. Of the 10,893 members in our community, approximately 29% responded. The tool assessed the following eight inclusion factors:

- Common Purpose
- Access to Opportunity
- Equitable Reward and Recognition
- Cultural Competence
- Trust
- Sense of Belonging
- Appreciation of Attributes
- Respect

As a follow-up to the survey results, staff, research scientists, and ladder faculty who identify as Hispanic were invited to participate in focus groups, which were completed in November. A report will be presented to the Dean and her senior cabinet that will review the overarching themes and draft action items for their review and consideration.

ACCOMPLISHMENTS

- Designed program to support equitable access to professional development for all faculty
- Launched Faculty Success Program
- Promoted changes in faculty promotion policies that reward DEI work
- Provided DEI training and education to students, staff, and faculty
- Collaborated with department vice chairs of diversity to enhance inclusivity of student/trainee programs
- Established partnerships with minority-serving institutions



NANCY J. BROWN, MD
Jean and David W. Wallace
Dean of the Yale School of
Medicine and C.N.H. Long
Professor of Internal Medicine

“To address the challenges facing women and URiM faculty and trainees, we must take a holistic approach in which we actively identify, mentor, and sponsor individual trainees and faculty.”

PLANNING TEAM

DARIN LATIMORE, MD, Deputy Dean of Diversity & Inclusion and Chief Diversity Officer, led numerous **TOWN HALLS** with hundreds of staff, faculty, and students as well as **FOCUS GROUPS** with leadership from the Faculty Advisory Council (FAC); the Dean's Advisory Council on Lesbian, Gay, Bisexual, Transgender, Queer and Intersex Affairs (DAC); the Minority Organization for Retention and Expansion (MORE); and the Committee on the Status of Women in Medicine (SWIM).

