



BELONGING  
AT YALE

# Yale School of Medicine

FALL 2022

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, 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 provides DEI training on unconscious bias, microaggressions, anti-racism/allyship, and bystander response to all students, staff, and faculty.

The DEI office collaborates with Medical Education, the Poorvu Center, the Graduate School, and Graduate Medical Education to promote diverse lecturers, inclusive teaching, and curricula that address health disparities and inequities.



### DIVERSITY OF THE YALE COMMUNITY

YSM builds and expands partnerships with Historically Black Colleges and Universities, Hispanic-Serving Institutions, and Tribal Colleges and Universities.

Programs such as the Meharry-Yale Summer Program, which pairs students from Meharry Medical College with Yale faculty on research projects; the Program to Advance Training in Health Sciences (PATHS); and the Yale Summer Enrichment Academy (YSMEA), help build the pipeline of URiM students to Yale.



### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

YSM will further develop strategic sponsorship to ensure that we develop and promote all faculty.

This includes:

- Continuing support for the Public Voices Fellowship in partnership with the Women's Faculty Forum.
- Expanding a coaching program for junior faculty.
- Working with deputy deans, chairs, and others to encourage nominations of women and faculty underrepresented in medicine for awards, promotions, and speaking engagements.



### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

The Faculty Development Annual Questionnaire is intended to provide faculty members with an opportunity to reflect on their progression, identify obstacles, and share professional development goals. For departmental leaders, it will provide an opportunity to discover faculty hidden talents and aspirations, resources needed to promote success, and advance faculty development.



### ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

The Office of Academic and Professional Development works to advance appointments, promotion policies, and procedures that reward DEI work.

This includes:

- Modifying the CV supplement to include DEI research, teaching, clinical, and community engagement efforts.
- Developing a rubric that takes into account DEI activities in the promotions process.
- Incorporating training on preparing and evaluating DEI citizenship activities into career development workshops.



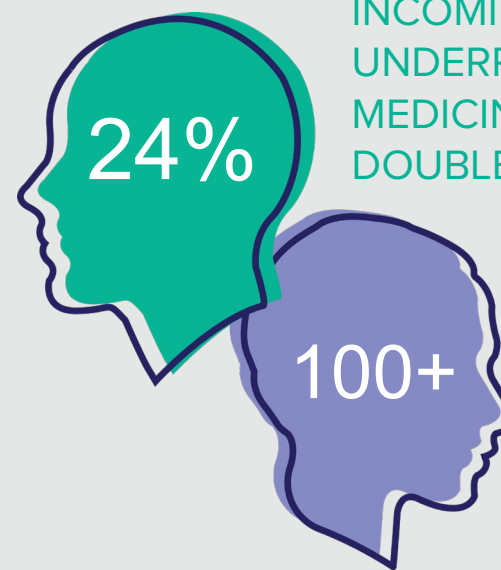
### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Through its Diversity Council, YSM is engaging vice chairs of diversity and other diversity champions to develop strategies to enhance the inclusivity of student- and trainee-facing programs.

Across departments, DEI committees, subcommittees, and diversity councils oversee diversity initiatives and track the success of their recruitment and retention efforts. These data will be shared through a YSM Annual DEI Report presented to department chairs by Darin Latimore, MD, and are part of the annual State of the School address from Nancy J. Brown, MD.

## ACCOMPLISHMENTS

- Designed program to ensure all faculty have equitable access to professional development
- 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
- Received a total score of 96.5% from the Association of American Medical Colleges 2022 Diversity, Inclusion, Culture, and Equity Inventory Benchmarking Report (compared to 81.6% medical school average total score)



INCOMING RESIDENTS ARE UNDERREPRESENTED IN MEDICINE – MORE THAN DOUBLE LAST YEAR'S NUMBERS

LECTURES, GRAND ROUNDS & WORKSHOPS GIVEN BY DEI EXPERTS AT YSM SINCE SPRING 2020



**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).

