



Equity & Anti-Racism Action Plan

Update: February 12, 2021

University Framework

Goals:

1. Develop and sustain an infrastructure to support equity, diversity and inclusion.
2. Enhance recruitment, retention and promotion of diverse faculty, staff and learners.
3. Cultivate a fair and just climate, culture and community.
4. Advance the mission of UR through an equity, diversity, inclusion lens.
5. Community engagement for racial justice.



Thank You!

Community participation – internal and external – was vital to shaping a realistic and robust plan

STUDENTS

UNDERGRADUATE MEDICAL
EDUCATION

ALLIANCE FOR
DIVERSITY AND
SCIENCE IN
ENGINEERING

COMMUNITY
ADVISORY
COUNCIL

BLACK PHYSICIANS NETWORK

DIVERSITY OFFICERS

ASSOCIATION
OF MINORITY
RESIDENTS
AND
FELLOWS

OFFICE OF
EQUITY &
INCLUSION

STAFF

STUDENT
NATIONAL
MEDICAL
ASSOCIATION

WHITE
COATS FOR
BLACK
LIVES

DIVERSITY
AND INCLUSION
EXECUTIVE
COMMITTEE

FACULTY

ROCHESTER
BLACK NURSES
ASSOCIATION

HEALTH EQUITY
RESEARCH
TASKFORCE

LEARNERS



Anti-Racist



One who expresses the idea that racial groups are equals and none needs developing and is supporting policy that reduces inequity.

(Kendi, I. X., 2019)

Everyone Benefits

Five-Year Plan

- 5 goals
- 15 objectives
- 72 actions
- 20 metrics
- Incorporates lessons learned from our previous plan



Make every person feel safe, welcome, and supported at all times

To be a place where everyone, regardless of identity or challenges they face, is lifted up to become their best and healthiest selves

To serve as a powerful force for eliminating racism, division and exclusion in our communities and beyond.

5 Years, 5 Goals



BUILD an anti-racism infrastructure



RECRUIT diverse learners, faculty and staff



NURTURE a respectful learning and work environment



EXEMPLIFY inclusion in places and digital spaces



ENGAGE in equitable health care

BUILD

an anti-racism
infrastructure

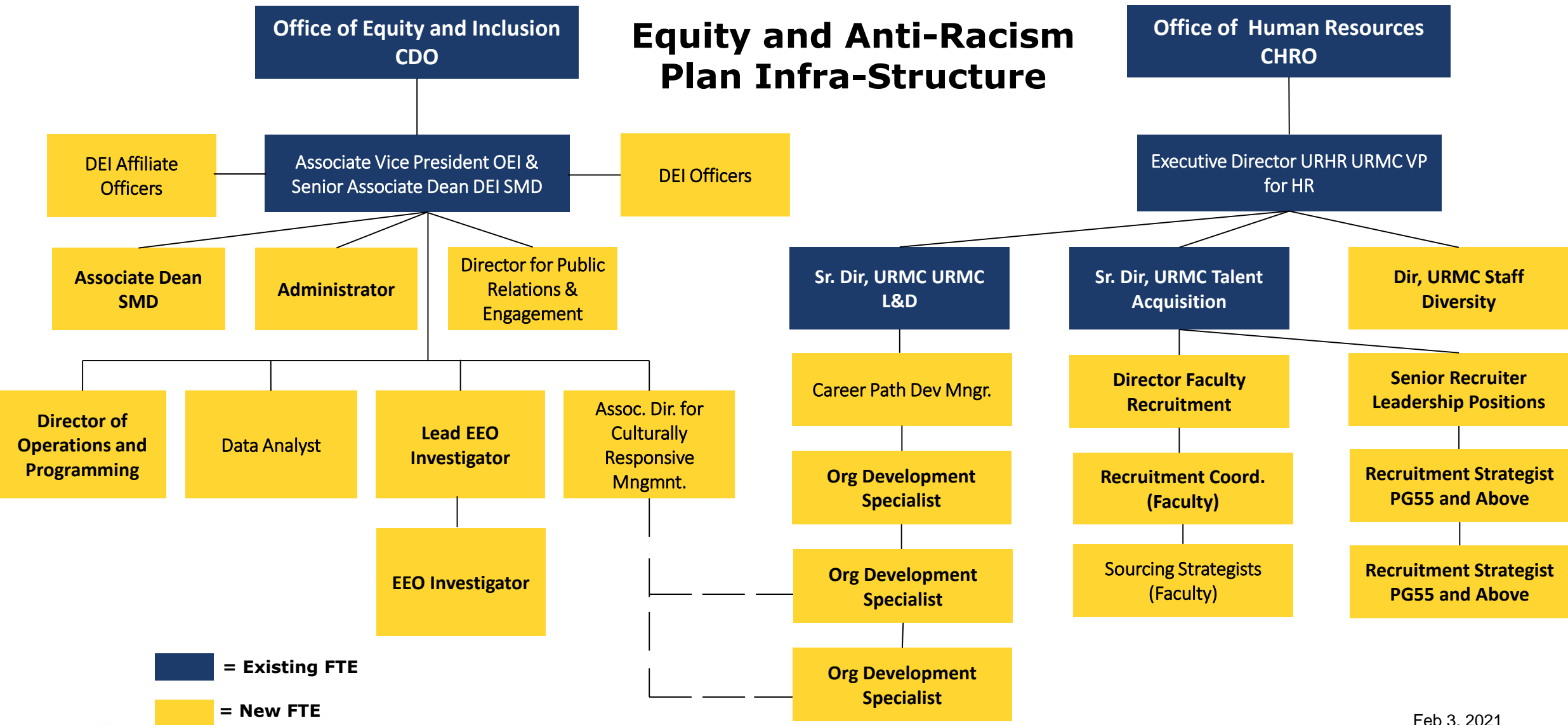
Build the infrastructure that fosters anti-racism in everyday work and patient interactions across our education, research, and clinical missions.

Major Themes

- Standardized UR/URMC policies and reporting processes
- Training – online and in-person
- Leadership Development
- Certified Diversity Officers and Human Resource Business Partners



Equity and Anti-Racism Plan Infra-Structure



Feb 3, 2021





BUILD Progress Report

Policy Against Discrimination and Harassment Revision

Director of Culturally Responsive Management

Departments identifying Diversity, Equity and Inclusion Officers

Diversity, Equity and Inclusion Officers/Human Resource Business Partner training

Enlightened Leadership in Challenging Times senior leadership training

Diversity Dashboard for department chairs

DEI included in performance reviews and CVs for faculty

Equity Audit



RECRUIT

diverse learners,
faculty and staff

Recruit an array of people from widely diverse backgrounds; provide tools and supports that encourage people to stay at URMC and advance as far as talent takes them; expand work opportunities for the least privileged in our community.

Major Themes

- Academic and career pipeline programs
- Workforce development programs (MCC, city of Rochester)
- Professional networks
- Robust and centralized diversity recruitment office
- Career Paths
- Scholarships





RECRUIT Progress Report

Develop Career Ladder/Mentorship Program for staff

Director Staff Diversity, URM

Developed talent acquisition and metrics structure for leadership positions

Developing faculty talent acquisition structure, along with Best Practices and Recruitment Toolkit

Developed two career pathways for high need positions

Modification of tuition reimbursement policy

Developed pipeline programs for high needs positions with MCC and FLPPS

Providing Implicit Bias training for all search committees



NURTURE

a respectful learning
and work environment

Nurture our learning and work environment to infuse inclusion, foster respect, and celebrate diversity fulfilling the promise of our “ICARE” values - integrity, inclusion, respect, accountability, and excellence—always and for all.

Major Themes

- Anti-racist, social justice, respectful climate
- Infuse diversity and inclusion topics in SMD & SON learning activities





NURTURE Progress Report

DEI Climate Survey

Religious and cultural events are being celebrated on digital displays throughout campus and recognized on social media

Updating Hire and Orientation materials, and Performance Management and Disciplinary process to incorporate our values and behaviors

Developing a process to educate all faculty and other educators on inclusive excellence in the classroom

Training through DEI framework of restorative justice, using Theater of the Oppressed as a methodology for interactive group training and one-on-one coaching



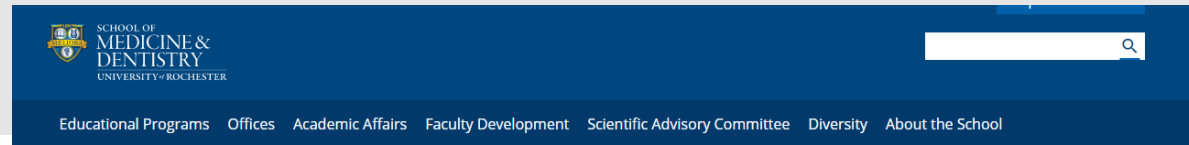
EXEMPLIFY

inclusion in places
and digital spaces

Exemplify inclusion through our physical spaces, digital communications and learning approaches.

Major Themes

- URM physical campus
- URM digital presence



- Home
- Awards and Recognition
- Supporting Education
- Work & Life In Rochester
- Groups & Resources
- News

[School of Medicine & Dentistry](#) / Office of Equity and Inclusion

School of Medicine and Dentistry Office of Equity and Inclusion

Equity and inclusion are core values at the University of Rochester Medical Center. Bringing these values and our institution's vision to fruition requires an ongoing commitment to ensuring an inclusive, welcoming and supportive environment for everyone within our community. Our office closely works and shares resources with the [University's Office of Equity and Inclusion](#) to cultivate a culture of inclusive excellence at both our School of Medicine and Dentistry and overall Medical Center.

I encourage you to browse the resources on our site, and stay tuned for additional updates underway.

Adrienne Morgan, Ph.D.
Senior Associate Dean for Diversity, Equity and Inclusion
School of Medicine & Dentistry



Education Programs

We offer a number of programs to help further the education and careers of medical center faculty, residents, fellows, students, other

Groups & Resources

The University and Medical Center have a number of groups and resources that support inclusion and diversity among faculty, residents

Awards & Recognition

Diversity awards recognize the contributions of individuals and teams whose efforts foster a diverse and inclusive medical school





EXEMPLIFY Progress Report

Old Whipple Office/Museum renovation is underway; it will become a space for multi-cultural students and learners

Developed welcome sign

Aesthetics committee now has an OEI representative to provide DEI perspective

Updating SMD OEI website

Whipple Museum to Dr. Gina Cuyler Wellness Room



Sannu de Zuwwa
Üdvözöljük Dobrodošli
Bine-ai Venit Bonvenon
Merhbe স্বাগতম
Croeso Murakaza Neza
환영합니다 Welina
Furh Furiium Mauya
Merhba ようこそ
Laipni Lūdzam Kaabo
እንኳን ደህና መጣህ።
Benvnuwe Welkom
स्वागत लаскаво просимо
Тавтай морилогтун
வரவேற்பு
Tere Tulemast
مرحباً
Dobrodošli

欢迎 Eguahé Porá
Afio Mai Wëllkomm
Καλώς ήρθατε
Willkommen
Maligayang Pagdating
Byenveni
Sugeng Rawuh
Vítejte सदागत है

स्वागतम् Velkommen Wamukelekile
بهخیریی
Добро Пожаловать Koş Geldiniz
Hoan Nghênh Velkominn
स्वागत आहे
Soo Dhowow Boyeyi Bolamu
Vítajte
Nya:wëh gë:nö'
Ben-vindo
Fáilte
Hoşgeldiniz
Talitali Fiefia Takulandilani
خۇش كەيسىز
Nau Mai, Haere Mai
መርሐባ

WELCOME

Wehtitewatatenonhwará:ton'
स्वागत लаскаво просимо
Selamat Datang
வரவேற்பு Benvido
Dobre došli
Tere Tulemast
Mirëseardhje
خوش آمدید
Hoş Gəlmişsiniz

Benvenuto
Bainvegni Välkommen
Bienvenu
Karibu
Bienvenido
O Amogetswe



Bienvenido

ENGAGE

in equitable
health care

Engage in equity as a health system by making care more accessible and reducing disparities through research, active listening, and collaboration with community partners.

Major Themes

- Equitable, accessible health care delivery
- Health equity research and education that informs practice
- Minority and Women Business Enterprises

Overarching Principles

- Meet the community on their own terms
- Build on existing partnerships and create new alliances
- Promote health literacy and integrate preventative services
- Build trust in our commitment
- Enhance emergent, urgent, primary and specialty care access
- Enhance access to support services
- Utilize a population-based approach





ENGAGE Progress Report

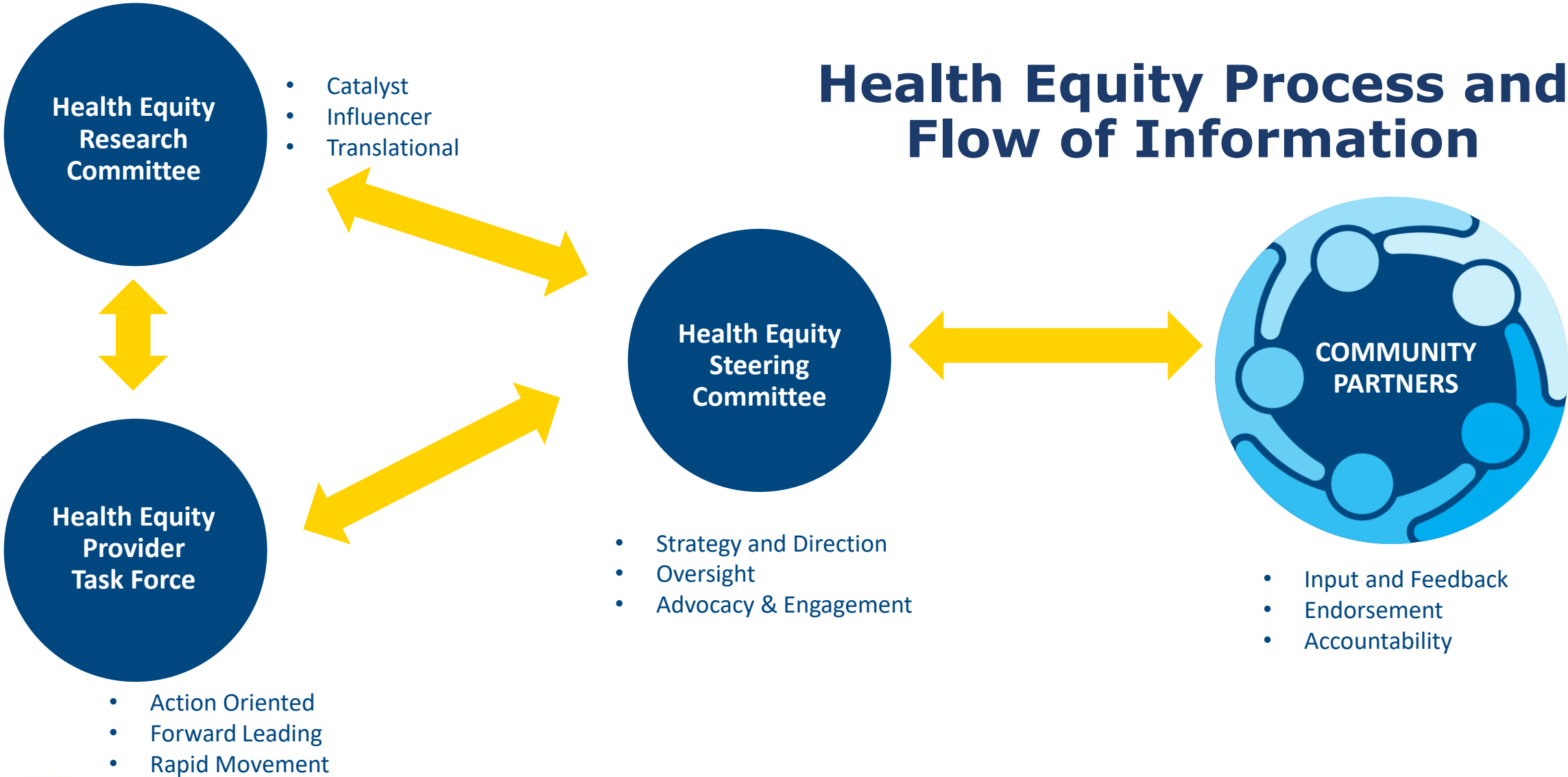
Three critical working groups are actively identifying system opportunities to ensure,

- healthcare equities
- build community partnerships
- lead the way with health equity research and education,

specifically focusing on the impact of racism on health and translating our efforts into policy and action



Health Equity Process and Flow of Information





ENGAGE Progress Report

Development of Priority workstreams

- Link to EARAP, corresponding tactical activities and goals

Extensive internal review of our clinical presence in the City of Rochester

- Identification of gaps in services
- Efforts to better connect clinicians and their patients to services- new Access Guide
- Programs eager to move into the city identified (Dental, Pediatrics, Imaging, Family Medicine, Urgent Care, Pharmacy, OB/GYN)
- 5 city sites under review- ample parking, near RTS stop, visible

Health Disparities Program

- EMR Data collection- demographic and social determinants of health
- Make data visible, make communities connections

Proposal for Office of Health Equity Research

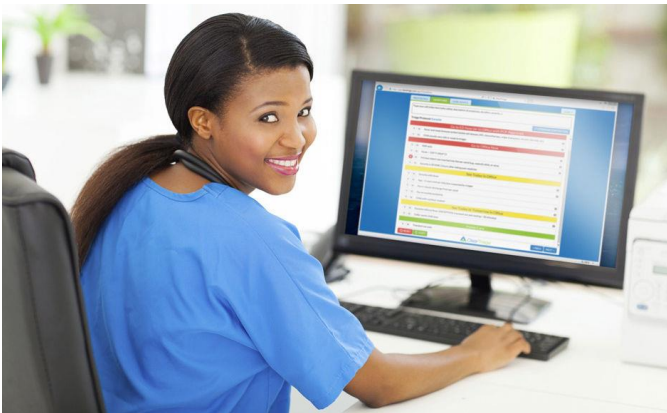
- Ensure translation of knowledge into policy and action

Increased activity with Community Partners to better serve city residents



A Closer Look...Health Disparity Program

In the Electronic Medical Record...



Collect and Enter Data
in the EMR

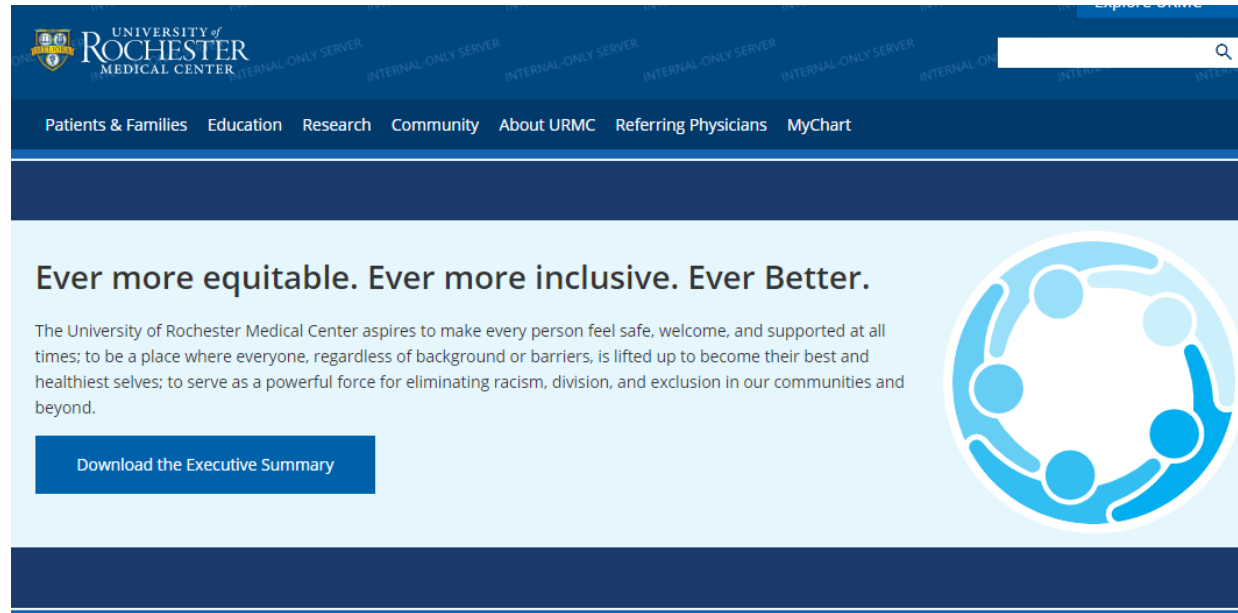


Make that Data Visible



Make Community
Connections Possible

More Information: actionplan.urmc.edu



UNIVERSITY of ROCHESTER MEDICAL CENTER

Patients & Families Education Research Community About URMC Referring Physicians MyChart




Ever more equitable. Ever more inclusive. Ever Better.

The University of Rochester Medical Center aspires to make every person feel safe, welcome, and supported at all times; to be a place where everyone, regardless of background or barriers, is lifted up to become their best and healthiest selves; to serve as a powerful force for eliminating racism, division, and exclusion in our communities and beyond.

[Download the Executive Summary](#)

Via URMC Intranet

Happening Now

-  **2020-21 Flu Program**
-  **Equity & Anti-Racism Action Plan**
-  **MyChart: Immediate Release**
-  **COVID-19 Portal**
-  **URMC Redesigned**
-  **Dr. Chat Bot COVID-19 Health Screen**
-  **Opioid Portal**
-  **Embark: Clinical Trials Project**

Overview [URMC / DEV Equity & Anti-Racism Action Plan](#)

About the Plan

Equity & Anti-Racism Action Plan

Materials & Resources

Our five-year plan to achieve this vision reflects input and ideas from medical students, residents, trainees, faculty members, and staff across the Medical Center, along with supportive groups and individuals from the Greater Rochester community. It calls us—as individuals and collectively as an institution—to *build, recruit, nurture, exemplify, and engage* in the work of being anti-racist.

News & Archives

Leave Feedback

Continue reading to [review the five pillars of the Equity & Anti-Racism Action Plan](#), or visit [About the Plan](#) for more details.



Questions & Feedback

