STATEMENT OF IMPORTANCE

The populations we serve are increasingly diverse with growing health disparities, and the people working at Vanderbilt represent growing diversity. Diversity and inclusion are fundamental to our success in reducing health disparities in the populations we serve. Moreover, a workforce that is not only diverse, but also inclusive in nature, is more effective at crafting innovative solutions to the major challenges of health care and in executing on those solutions as a team.

CAPABILITIES TO ENHANCE

- Our collaborative culture to be inclusive, and to reflect the diversity of the populations we serve
- The Creation of the VUMC Community Circle. A Vanderbilt University School of Medicine (VUSM) student-led organization that every quarter brings all elements of VUMC together to discuss in open forum societal issues that touch or are germane to medicine (2016).
- Establishing employee resource groups to support, enhance career development and contribute to personal development among employees who share similar characteristics or life experiences. LGBTQ group is the first to be established (2016).
- Establishing LGBTQ Health Community Advisory Board to intentionally include community voices in care, services and research (2018).
- Diversity of our teams, faculty and leadership
  - Established the VUMC Chief Diversity Officer position (Andre Churchwell) to provide leadership across mission areas.
  - Developing D&I people pillar goals, beginning with inclusion of underrepresented minorities (URM) in applicant pool and retention of URM faculty.
  - Establishing employee resource groups to support, enhance career development and contribute to personal development among employees who share similar characteristics or life experiences. LGBTQ group is the first to be established (2016).
  - Establishing LGBTQ Health Community Advisory Board to intentionally include community voices in care, services and research (2018).
- Strategies to achieve health equity and reduce health disparities in all programs
  - Established the positions of vice president for health equity at Vanderbilt University Medical Center and associate dean for health equity with the VUSM (Consuelo Wilkins) and the Office of Health Equity to connect existing community health and health equity initiatives from across the organization while scaling system-wide efforts to identify and address disparities in health (2019).
  - Over 200 ongoing Health Disparity Research projects in VUMC and Vanderbilt University School of Nursing (VUSN).
  - Developing the Diversity & Inclusion Intentionality Planning Tool for use in formation of VUMC committees and ensuring multiple perspectives in decision making.
  - Processes that ensure diverse voices and perspectives are included in decision making and communication at all levels
    - Creating the Executive Diversity Council that includes VUMC leadership with the intent to educate all on our ongoing VUMC D&I activities and to catalyze all senior leaders to own D&I as part of their office function (2016).
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- Striving for diversity and inclusion among mid-career leaders and faculty
  - Developing D&I people pillar goals, beginning with inclusion of URMs in applicant pool and retention of URM faculty, and continuing with patient satisfaction metrics sensitive to unconscious bias training.
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