

## DEIA Strategic Plan for CU-DFM

### Background and Context

The mission of the Anschutz Medical Campus (AMC) is to be a diverse teaching and learning community that creates, discovers, and applies knowledge to improve the health and well-being of Colorado and the world. Anschutz Medical Campus is focused on educating upcoming medical professionals, conducting groundbreaking research, practicing innovative approaches to health care delivery and providing excellent direct patient care at two hospitals. Located on AMC, the School of Medicine hosts a globally recognized array of departments, institutes and centers dedicated to educating the next generation of medical professionals.

Among these is the Department of Family Medicine (DFM) which is dedicated to “helping people be healthier” by educating, nurturing, fostering, and enhancing those in the field of family medicine and the communities we live in and serve. The Department of Family Medicine has five (5) focus areas, each with specific goals:

- Patient Care – Providing outstanding care to patients;
- Education – Training the family medicine and primary care workforce;
- Research – Creating and disseminating new knowledge;
- Communities - Connecting with our communities to achieve health equity; and
- Diversity & Health Equity - To build and foster a diverse and inclusive team that reflects the communities we serve.

### Diversity and Health Equity Program

The Department of Family Medicine (DFM) holds diversity, inclusion, and health equity as part of its core values. Our team wants our faculty and staff to be representative of the patients and communities we serve. As an inclusive department, we want everyone to feel valued, supported and integral to the important work we do despite their role or profession. We believe that diversity and inclusion are essential for excellence and required for solving the complex health problems in our communities. We must be bold advocates for our communities and take an equity focus to everything we do so that we can truly make our communities healthier.

Goals	Objectives	Strategies
Anti-Oppression & Health Justice	<ol style="list-style-type: none"> <li>1. Promote anti-oppression in the department with a focus on anti-racism and anti-ableism</li> <li>2. Promote, support, and educate others on issues of Health Justice</li> <li>3. Support efforts at CU Anschutz and the academic community as it concerns anti-oppression</li> </ol>	<ol style="list-style-type: none"> <li>1a. Utilize, integrate, and promote a framework for anti-oppression</li> <li>1b. Support policy review and changes that promote anti-racism and anti-ableism</li> <li>2. Create, share, and maintain resources that support health justice</li> <li>2b. Create partnerships with individuals and organizations promoting health justice</li> <li>3. Participate on campus, state, or national organizations engaged in anti-oppression work</li> </ol>
Belonging & Inclusion	<ol style="list-style-type: none"> <li>1. Promote workplace culture that fosters belonging, psychological safety, openness.</li> <li>2. Promote equity in the distribution of DFM financial resources.</li> </ol>	<ol style="list-style-type: none"> <li>1a. Create, model, and promote inclusive practices for “how we show up” (organizational change management)</li> <li>1b. Make course corrections based on results of multiple data sources (3- and 6-month new employee check-ins, learnings from mentoring program)</li> <li>1c. Promote trainings on intercultural communication, Othering &amp; Belonging Institute curriculum</li> </ol>

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<p><i>The goal could read, “To create the conditions for belonging and inclusion at DFM”</i></p>		<p>2a. Conduct comparative analysis of compensation across the department</p> <p>2b. Conduct comparative analysis of other budget allocations (e.g., events and research dollars with an explicit equity focus)</p>
<p>Communications</p>	<ol style="list-style-type: none"> <li>1. Embed DEIA values into DEIA team communications activities.</li> <li>2. Promote access to timely, relevant, and actionable DEIA information</li> <li>3. Support DFM representation on equity-related spaces (e.g., topics leaders’ as a trusted partner/leader on DEIA issues at Anschutz, the CU system, and externally</li> </ol>	<ol style="list-style-type: none"> <li>1. Create and implement equity-minded communications plan that articulates our “point of view”</li> <li>2. Pursue diverse communications channels that accommodate multiple learning and engagement styles</li> <li>3a. Track DEIA speaking engagements, educational workshops, trainings performed</li> <li>3b. Take public stances and provide support on urgent equity-related issues</li> </ol>
<p>Community Engagement</p>	<ol style="list-style-type: none"> <li>1. Collaborate with and support DFM’s community engagement efforts</li> <li>2. Build authentic relationships in community, outside CU Anschutz</li> <li>3. Amplify community perspectives to improve healthcare experiences</li> </ol>	<ol style="list-style-type: none"> <li>1. DEIA staff contribute to the implementation of the CE strategy, and DEIA priorities are integrated into the CE program</li> <li>2a. Promote volunteerism and/or board service on BIPOC/constituent-led CBOs, coalitions</li> <li>2b. Help create a central portal of DFM community relationships, eliminating fragmentation of CE efforts</li> <li>3. Share stories about diverse communities’ health and healthcare experiences</li> </ol>
<p>Data &amp; Evaluation</p>	<ol style="list-style-type: none"> <li>1. Abide by high standards for data collection, evaluation, and reporting</li> <li>2. Make data-informed decisions to promote DEIA efforts</li> <li>3. Communicate our DEIA progress to key stakeholders</li> <li>4. Support the growth of DFM researchers in principles of health equity</li> </ol>	<ol style="list-style-type: none"> <li>1. Create and implement evaluation plan for the DEIA strategic plan</li> <li>2. Create and implement document of metrics for strategic plan goals</li> <li>3a. Capture major DEIA activities and accomplishments in annual report</li> <li>3b. Identify opportunities to share our progress (DFM Executive Team, DEI Leadership Council, SOM Diversity Office, ODEICE)</li> <li>4a. Continue meetings regularly with research leaders and teams to promote the growth of a stronger health equity research identity of the DFM</li> <li>4b. Improve the understanding of all researchers on DEIA in research.</li> </ol>

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Diversity	<ol style="list-style-type: none"> <li>1. Increase racial diversity at all levels of DFM leadership: faculty, researchers, and staff</li> <li>2. Increase diversity of practitioners and researchers in family medicine</li> <li>3. Steward investments toward communities targeted by inequities.</li> </ol>	<ol style="list-style-type: none"> <li>1a. Conduct and report demographic analysis of promotion trends within DFM</li> <li>1b. Continue integrating DEIA priorities into DFM Mentorship Program</li> <li>2a. Provide family medicine career-pathing for prospective medical students</li> <li>3. Collect and analyze data on speakers and vendors; make recommendations (set benchmarks) based on findings.</li> </ol>
Education & Scholarship	<ol style="list-style-type: none"> <li>1. Increase DEIA knowledge, skills, and abilities of faculty, researchers, healthcare providers, students, and staff</li> <li>2. Contribute to the research base on DEIA efforts in family medicine</li> </ol>	<ol style="list-style-type: none"> <li>1a. Provide responsive DEIA and health equity trainings to DFM clinics</li> <li>1b. Promote HEAL certification and other learning opportunities</li> <li>2. Promote health equity and DEIA as key areas of research in the DFM and family medicine</li> </ol>
Healing & Well-Being	<ol style="list-style-type: none"> <li>1. Articulate approach to healing and well-being as they relate to DEIA work</li> </ol>	<ol style="list-style-type: none"> <li>1a. Gather information from multiple sources and distill findings into a whitepaper</li> <li>1b. Support ODEICE's Healing Circles Program</li> </ol>
Health Equity	<ol style="list-style-type: none"> <li>1. Address SDOH in an Aurora and other Colorado communities impacted by health inequities</li> <li>2. Decrease health inequities in DFM clinics</li> </ol>	<ol style="list-style-type: none"> <li>1. Support implementation of Department of Health Equity plan</li> <li>2. Provide coaching and technical support to DFM practices as they implement initiatives aimed at reducing health inequities</li> </ol>
Program Sustainability	<ol style="list-style-type: none"> <li>1. Maintain and strengthen relationships with key strategic partners inside and outside the DFM</li> <li>2. Invest in the development of senior leaders and those exhibiting leadership potential in DEIA knowledge and skills</li> <li>3. Be fiscally responsible with resources devoted to DEIA and seek outside funding when possible to promote short term projects.</li> <li>4. Increase the visibility of people engaging in meaningful DEIA work</li> </ol>	<ol style="list-style-type: none"> <li>1. Note: This is a cross-goal of the strategic plan. Refer to "Communicate our progress to key stakeholders" objective under the Data &amp; Evaluation goal</li> <li>2. Create a bureau of "equity champions" within the DFM who can integrate DEIA into their work</li> <li>3a. Track DEIA expenditures (actual and in-kind) and include summary report of funding impacts</li> <li>3b. To expand the scope and sustainability of work, explore outside funding sources</li> <li>4. Spotlight leaders and organizations advancing DEI work</li> </ol>