



Department of Family Medicine - Diversity & Health Equity Program

CURRENT INITIATIVE SUMMARY

INSTITUTIONALIZE DIVERSITY, EQUITY, AND INCLUSION (DEI) FOR THE DFM

The Justice League is a small team of committed member in our department the meets regularly to collaborate around skills and supporting each other to skills building and using opportunity for collaborative leadership regarding next steps.

Our program works to institutionalize DEI in the department through campus collaboration, education, and communication.

- **Campus collaboration** with the Diversity Council, Department Diversity Leadership Meeting, and standing meetings with various stakeholders on campus
- **Education** via trainings and consultations for DFM staff, faculty, residents, residency/fellowship/medical directors
- **Communication** both internal and external, using our [website](#) and [Disrupting the Status Quo blog](#), regular communication via department's internal channels, [Justice League Listserv](#), department meetings, and Grand Rounds.

Other initiatives being formed are, an upcoming book club, gender issues group, modifying various financial incentive plans, etc.

We also have a "Give Back to Health Program" where quarterly a local organization is highlighted and donations are collected. Finally, Dionisia has been working on an initiative to bring together people working around **LGBTQ+ community needs** on AMC, and has a student starting with an independent study to develop a survey to understand the needs/experience of faculty, staff and students, and collect information on the many folks working on LGBTQ+ healthcare needs on our campus.

At the State and National level Cleveland working on these issues with the Colorado Academy of Family Physicians, Colorado Association of Family Medicine Residencies, Society of Teachers of Family Medicine, and the Association of Departments of Family Medicine. Engagement includes publications, workgroups, consultations, and trainings. Dionisia has begun conversation with leadership from the [North American Primary Care Research Group](#) to see how to take the work to a national level.

Dionisia is the Data Manager for [Practice Innovation Program \(PIP\)](#), whose mission is to foster and support innovation in health and healthcare. This has provided opportunities to imbed an equity lens in how the team collects data (adding explicit questions on surveys), trains and mentors employees (working with research team to develop professional research assistant opportunities), and connect PRAs to mentors in other departments. [Dr. Perry Dickinson](#) is in support of her efforts and continues to explore how PIP can best use their robust program to engage the community. Finally, PIP is increasingly working to embed anti-racism and health equity into all aspects of their program.

WORKFORCE

We have several initiative around workforce. In November 2019, we were selected to pilot [AAMC Holistic Review](#) to improve how the department hires faculty. Deanna Schroder has been instrumental in moving this work forward. Additionally, Cleveland works closely with the residency recruitment process, has presented to our fellowship programs and now engaging with them more regarding holistic review and other best practices. Palliative care and Sports Medicine have been the most engaged.

Dionisia hired a community college student this year, and has development a system for easily integrating someone new to working in an office to her research data team. She is currently working with the Education Through Undergraduate Research and Creative Activities program to recruit undergraduate research assistants to work on her data team, and for our the program. She also works closely with Virginia Visconti, with the School of Public Health to advertise opportunities for practicum, capstone, and independent study students. Finally, a medical student is working with her on the AHA Specialty Care Access project.

RESEARCH, EVALUATION & DISSEMINATION

We conducted a [Climate Survey](#) in 2019 for Family Medicine faculty and staff, and we have provided guidance and information to other department interested in doing a climate survey (e.g. Dermatology, Palliative Care, and Psychiatry). You can read a summary of our survey [here](#). We have a streamline data system where we track our activities, communication, and collect evaluations on our training and events. Our first Annual Report will come out by the end of 2020.

As we collaborate with internal and external stakeholders, we are sharing best practices in DEI and anti-racism work. Cleveland is also working with internal and external stakeholders on national workshops and publications. Two such publications are listed here: [Leadership Pathways](#), [Funding Diversity Programs](#). Dionisia is an integral part of the research teams for the DFM, and continues to encourage a Health

Equity lens, in all work, and sees grant writing researchers, as natural partners in moving our mission forward.

COMMUNITY

Aurora Community

Dionisia has spent the last 18 months showing up to meetings and building relationships with people in Aurora community. She has worked closely with the Community Campus Partnership (CCP), 2040 Partners for Health, and Aurora Health Alliance. She consistently attends the Community Network breakfast, the Aurora Chamber of Commerce Diversity, Colorado Black Nurses Association meeting, and other events in Aurora to connect with stakeholders. She has several standing meetings with key people in Aurora. Finally, she has built a relationship Community College of Aurora, which resulted in her being able to hire her first community college student in March 2020.

Community Based Projects

Black Community Awareness Response Team (BCHART) is a grassroots group dedicated to actively producing solutions to the problems that impact the Black community. [Colorado Black Health Collaborative](#) (CBHC), assembled this task force to approach the COVID-19 pandemic's impact on the Black Community in a culturally responsive way. The current effort is getting a survey to the Black Community & partnering with UC Health's AF Williams to support the Black community around COVID-19.

Aurora Health Alliance (AHA) Specialty Care Access Project Working with AHA, we are creating a collaboration to look closely at the state of specialty care access in Aurora. This collaboration brings together, clinicians, the Practice Innovation program, and researchers. We are developing a survey that will go out to providers in Aurora. Long term, the project will examine the experience of the providers, patients, and specialists. Kari Mader has been intimately involved in the specialty care access project.

Salud Aurora Commons Dionisia has spent considerable time learning what she can about the Aurora Commons efforts, and showing up to events. She has earned the ear of several key people connected with the project, including Dr. Emily Lines, the new clinic's medical Director. Partnering with Emily, they aim to continue to be present in spaces with the goal to help hold the University accountable to best practices for the Aurora Community.

AF Williams Family Medicine Clinic Under the leadership of Health Bleacher, the AF Williams community engagement committee has led multiple efforts at the clinic level regarding the social determinants of health and began partnering with UC Health on some of these efforts. Cleveland has partnered with her and clinic leadership to also support an environment of inclusion and promoting health equity with various combined faculty and staff trainings on topics from implicit bias, microaggressions, being an upstander, health disparities in COVID-19, and racism in medicine.

Brian Bacak has taken the role of helping lead our Family Medicine clinics in moving the needle on issues of diversity, equity and inclusion, and he is working closely with Cleveland on this process.

CCP Closure

We played an active role in helping to support, continue, and coordinate CCP efforts after learning of CCP closures. One of the most impactful was coordinating a meeting for the Department of Family Medicine (DFM), so the CCP team could [talk](#) about their work, and call-in DFM to support continuing the work. We are working with the Chancellor's Office of DEI & Community Engagement to move this work forward. We have also re-connected with Family Medicine Vice Chair of Community, Don Nease, to make local community more of a priority for our Department.