



Department of Family Medicine
Diversity and Health Equity

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.

OUR PRIORITIES

Institutionalize Diversity, Equity, and Inclusion (DEI) for the DFM

- connect with DFM leadership regularly
- develop a team of change agents (Justice League) within the department to champion the efforts\communicate with internal stakeholders regularly
- form relationships with external stakeholders

Workforce

- foster diversity in the DFM workforce
- educate and support DFM personnel on issues of diversity, equity, and inclusion

Community

- advocate for and work with the communities the DFM touches for the purpose of achieving health equity
- champion community engagement and participation using the diversity, equity, and inclusion lens

Research, Evaluation & Dissemination

- promote scholarly work to advance the science of DEI work
- seek outside funding to continue DEI work
- evaluate our efforts in these program
- evaluate how the department culture reflects DEI efforts