

PEM GUIDE: Pediatric Emergency Medicine group for Unity, Inclusion, Diversity, and Equity

Multidisciplinary group of ED providers and staff that focus on issues surrounding diversity, equity, and inclusion.

➤ Membership

- ~80 members, ~25 of which attend the monthly meetings
- ED providers & staff, including nurses, administrative & research assistants, family navigators, social work, child life, & providers from consulting services

➤ What we have done

- Education: Implicit bias training, invited speakers, book & journal Clubs, add an equity lens to Clinical Case Reviews
- Advocacy in the ED: Voter resource and census participation, pronoun pins, vaccine selfies for vaccine confidence, optimization of the Family Health Navigator role in the ED
- Engagement & Outreach: Community facing website, community vaccine outreach strategy, pilot to add a bias question to the PFX survey

➤ What we will do

- Education: Microaggressions & allyship training, update QI dashboards, pathways & CCR with equity in mind
- Advocacy in the ED: Reconfigure how preferred language is represented on the ED track board, inclusive gift giving to patients
- Engagement & Outreach: Core group to interview fellowship & faculty applicants with diversity in mind, EMS outreach