Equity & Anti-Racism Action Plan: FY2021 to FY2025

BUILD RECRUIT NURTURE EXEMPLIFY ENGAGE

September 30, 2020

The University of Rochester Medical Center aspires to make every person feel safe, welcome, and supported at all times; to be a place where everyone, regardless of identity or challenges they face, is lifted up to become their best and healthiest selves; to serve as a powerful force for eliminating racism, division and exclusion in our communities and beyond. Here are the actions that will help us to get there.

BUILD an anti-racism infrastructure	**RECRUIT** diverse learners, faculty and staff	**NURTURE** a respectful learning and work environment	**EXEMPLIFY** inclusion in places and digital spaces	**ENGAGE** in equitable health care

Actions

• Review all policies on harassment, recruitment, tuition, discipline • Revise "Policy 106" against discrimination and harassment to streamline reporting while ensuring confidentiality and unbiased decisions • Expand trainers, training options and leadership requirements to build skills in anti-racism, unconscious bias, difficult conversations, restorative practices • Designate and train diversity officers in URMC departments/programs, including SON	• Assess all pipeline programs • Expand partnerships with MCC, community-based training programs • Strengthen ties to professional, alumni groups linked to diverse candidates • Grow a central recruitment function to attract diverse faculty, leadership • Increase scholarships, resources for learners under-represented in medicine, nursing and science • Develop career tracks to advance and retain a diverse workforce	• Develop a University anti-racism statement supporting all groups • Celebrate and raise awareness of religious, ethnic, cultural events • Improve opportunities for URMC input to Public Safety Review Board • Integrate diversity and inclusion topics in SMD and SON curriculum	• Create a space aesthetic plan based on best practices • Diversify artwork and public displays • Convert Dean Whipple's former office to a multi-cultural space for learners • Make online information about reporting, resources, equity, and inclusion more accessible	• Work with partners to assess and mitigate barriers to access across the community • Increase culturally sensitive mental health and substance abuse services • Expand research on disparities and community needs to strengthen equity in clinical care • Significantly increase capture and accuracy of race/ethnicity data in patient records to support research and care equity • Expand diversity of research-study participants

Year one milestones

- Departments and programs begin annual diversity and inclusion reports
- Annual culture survey implemented
- Leadership training programs in place

Ever more equitable. Ever more inclusive. Ever better.

EQUITY & ANTI-RACISM ACTION PLAN

UNIVERSITY of ROCHESTER MEDICAL CENTER
MELIORA 1850