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

- 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

### RECRUIT
Diverse learners, faculty and staff

- 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 and science
- Develop career tracks to advance and retain a diverse workforce

### NURTURE
A respectful learning and work environment

- 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 curriculum

### EXEMPLIFY
Inclusion in places and digital spaces

- Create a space aesthetic plan supporting all groups
- 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

### ENGAGE
In equitable health care

- 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

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**Equity & Anti-Racism Action Plan: FY2021 to FY2025**

September 30, 2020