

University of Rochester School of Medicine & Dentistry

**Master of Science in Genetic Counseling (MSGC) Program**

**Equity & Anti-Racism 10-Year Action Plan**, as aligned with the University of Rochester Medical Center (URMC) 2020-2025 Equity & Anti-Racism Action Plan

<https://www.urmc.rochester.edu/MediaLibraries/URMCMedia/anti-racism-action-plan/documents/earap-full-plan.pdf>

*Plan established in FY2023, and goes through FY2032.*

*Updated: 1/31/2023; 6/30/2023 (annual progress update); 12/6/2023; 7/26/2024 (annual progress update)*

*First cohort of MSGC students began FY2024 (FY2024 includes July 1, 2023 through June 30, 2024).*

URMC Goal	URMC Metrics, by end of FY2021	URMC Objectives	MSGC Program Goal	MSGC Metrics	Expected completion by MSGC	FY2024 update (6-30-2024 update)
Goal 1: Develop and sustain an infrastructure to support equity, diversity and inclusion.	1. The training infrastructure is established, and includes an Associate Director and 30 staff certified to train equity, diversity and inclusion topics. 2. 25% of School of Medicine (SMD), School of Nursing (SON) and Strong Memorial Hospital (SMH) departments are represented by a certified Diversity Officer (faculty and staff). 3. An Associate Dean for Equity and Inclusion will be appointed at the SON 4. 100% of SMH department chairs and SMD/SON deans have the support needed to make	1: Ensure that all University of Rochester Medical Center (URMC) policies and practices adhere to equity and inclusion principles. Establish a visible and streamlined reporting process that provides confidential, timely, fair, and complete investigation and resolution when policies are breached. 2: Develop infrastructure to deliver online and in-person anti-racism training to faculty, staff and learners at URMC in collaboration with the University by June 2021.	<b>Develop and sustain an infrastructure to support equity, diversity and inclusion.</b>	Diversity, Equity & Inclusion (DEI) Committee specifically for the MSGC program is established, with continued input and participation from UR Office of Equity & Inclusion. Committee is responsible for developing and assessing program DEI goals (including diversity dashboard), policies, and practices. The DEI committee meets regularly.	FY2023	Complete
				Ensure active diversity and inclusion work is factored into program leadership evaluations and reappointments.	FY2023	Complete
				Program leadership will provide summary of progress toward goals annually (end of each FY).	FY2023-FY2032	Complete
				100% of program leadership, faculty, and staff within URMC/UR will complete anti-racism training as provided by URMC/UR.	TBD –May depend upon UR/URMC infrastructure	TBD
				100% of MSGC students will complete anti-racism training as provided by URMC/UR.	FY2025	Incomplete

	<p>progress on their goals and a diversity dashboard to help them measure their performance.</p> <p>5. Ensure active diversity and inclusion work is explicitly factored into/valued in senior leadership/chairs/faculty performance evaluations, reappointments, promotion and tenure process.</p> <p>6. Adopt best practices for recruitment, and ensure senior leaders, chairs, senior administrators and human resources (HR) business partners are educated on best practices to integrate diversity, equity and inclusion activities into the hiring process.</p> <p>7. Diversity Officers meet regularly, with a clearly defined charter, activities and goals.</p>	<p>3: Foster competency and accountability for greater diversity and inclusion among department chairs, center directors, deans, and administrators by July 2021.</p> <p>4: Develop a structure in which all SMD and URMIC departments and units have designated individuals who work collaboratively with Office of Equity &amp; Inclusion and Human Resources by July 2021.</p>		<p>Program leadership will complete at least 4 hours per year of continuing training/coursework related to DEI principles and strategies, such as those offered through URMIC/UR, NSGC, AGCPD (GCEA), etc.</p>	FY2023-FY2032	Complete
				<p>Expand program leadership team (beyond Program Director and Associate Program Director) to include role with DEI focus (eg, Director of Diversity &amp; Inclusion).</p>	FY2032	Incomplete
Goal 2: Enhance recruitment, retention and promotion of diverse faculty, staff and learners, including Black, Indigenous and People Of Color (BIPOC) and other underrepresented constituencies.	<p>1. 100% of URMIC's pipeline programs and formal networking relationships are inventoried.</p> <p>2. 100% of candidate search committees are trained in implicit bias.</p> <p>3. 100% of job listings include a diversity statement.</p> <p>4. A staff career ladder program is in development with a defined framework</p>	<p>1: Improve and sustain effective academic and career pipeline programs that contribute to increased diversity for nursing staff/NPs, graduate, medical, residency, faculty, leaders and staff by July 2022.</p> <p>2: Bolster professional networks to help identify diverse candidates,</p>	<b>Enhance recruitment, retention and promotion of diverse faculty, staff and learners.</b>	<p>Baseline metrics established for key areas of recruitment of learners to reflect our mission that values diverse perspectives and backgrounds.</p>	FY2023	In progress
				<p>Implement holistic admissions process.</p>	FY2023	Complete
				<p>Assess and further develop holistic admissions process annually.</p>	FY2023-FY2032	Complete
				<p>Evaluate existing and potential new recruitment efforts and academic pipeline programs, in effort to attract and identify</p>	FY2025	In progress

<p>with which to build all ladders.</p> <p>5. A city of Rochester-based employment program is in development.</p> <p>6. In the annual Association of American Medical Colleges (AAMC) Medical School Graduation Questionnaire, SMD Undergraduate Medical Education ranks in the 90th percentile for Data Related to Diversity and Medical Student Mistreatment categories.</p> <p>7. Baseline metrics established for key areas of recruitment.</p>	<p>specifically BIPOC, by July 2022.</p> <p>3: Recruit diverse faculty, students, trainees, postdoctoral researchers, and staff with special attention given to increasing representation of people of color to the URSMD/URMC community by July 2022.</p> <p>4: Develop career tracks for faculty, students, trainees, postdoctoral researchers, and staff with attention given to retaining BIPOC recruited to the URM community.</p>	<p>diverse academic candidates. These may be efforts/programs already in place through URM/UR, or newly-identified opportunities. Examples include events hosted by URSMD Graduate Education and Postdoctoral Affairs (GEPA), Science and Technology Entry Program (STEP) for high school students, and development of new collaborations with external institutions/organizations.</p>			
			Develop comprehensive list of support resources for students, including both internal resources (URMC/UR) and external resources. Update as needed, and distribute annually.	FY2023	Complete
			Develop and implement mentorship program for students in the program. In addition, provide students with information about additional mentorship opportunities as available.	FY2023- FY2032	Complete
			Program leadership collaboration with Clinical Genetics services within URM to inventory current shadowing, internship, and research opportunities for individuals interested in entering genetic counseling training programs. Collaborate with and offer support to URM Clinical Genetics services for creation of additional opportunities.	FY2025	In progress
			100% of individuals on admissions committee receive training in implicit bias annually.	FY2023- FY2032	Complete
			Program diversity & inclusion statement are included on program website and 100% of course syllabi for newly-created courses.	FY2023	In progress
			Secure funding for student scholarship.	FY2025	Incomplete
			Provide travel support for students to attend the NSGC annual education conference in their 2 <sup>nd</sup> year.	FY2024- FY2032	n/a

				Adopt and implement best practices in recruitment and hiring of any new faculty or staff for the program. 100% of job listings include a diversity statement.	FY2023- FY2032	Complete
				As appropriate, program leadership will collaborate with Clinical Genetics services within URMC to adopt and implement best practices in recruitment and hiring of new URMC faculty members and staff (particularly those who will be working with and supporting the students in various capacities).	FY2023- FY2032	Complete
Goal 3: Cultivate a fair and just climate, culture and community.	1. An anti-racism statement is developed and widely circulated. 2. 100% of educators adopt inclusive pedagogical practice into their learning activities.	1: Establish structures that create a climate that is founded on principles of anti-racism and social justice that are civil, supportive and respectful, and that values differing perspectives and experiences by July 2023. 2: Ensure SMD and SON educators utilize inclusive pedagogy in their learning activities by July 2021.	<b>Cultivate a fair and just climate, culture and community.</b>	Incorporate UR anti-racism materials and plan into program website and, when applicable, other program materials.	FY2023	Complete
				Identify the UR structure that is being developed to consistently celebrate and raise awareness around religious, ethnic, and cultural events (i.e. Diwali, Eid, etc.). Utilize this structure at the program-level.	FY2023	Complete
				Program has defined mission and learning objectives that incorporate equity and inclusion.	FY2023	Complete
				Curriculum integrates diversity and inclusion topics as appropriate into all courses.	FY2023	Complete
				Curriculum includes dedicated course focusing on diversity and equity in health care (eg, Diversity & Equity in Health Care course offered through UR SON).	FY2023	Complete
				Curriculum includes Leadership Seminar Series, a required supplemental learning activity for students that includes leadership	FY2023	Complete

				in building diversity, equity, and inclusion within the genetic counseling field.		
				Assess, and modify as needed, diversity and inclusion curriculum content, teaching methods, and teaching support (including, but not limited to, data and feedback obtained from student course evaluations, instructor self-evaluations, and assessment by additional faculty members).	FY2023- FY2032	In progress
				DEI training for <b>all</b> course instructors, clinical supervisors, and thesis advisors.  <i>Note: Updated ACGC Standards of Accreditation (compliance start date 8/1/2024) includes the following requirements for instructional faculty and fieldwork supervisors: instructional faculty must have at least one hour of training/coursework in principles of DEIJ annually; fieldwork supervisors must have at least 0.5 hour of training/coursework related to DEIJ annually.</i>	FY2025	In progress
				Modify existing URSMD course evaluation form templates if/as needed to assess climate and learning atmosphere. Implement annually.	FY2023- FY2032	Complete
				Assess existing URMCo-worker feedback forms which will be used for evaluation of program leadership, and modify if/as needed to assess climate (this is separate from annual faculty review). Implement annually.	FY2023- FY2032	Complete
				Assess URSMD GEPA's existing process for collecting alumni data, and whether modifications to assess climate should be requested.	FY2024	In progress
Goal 4: Enhance URMCo's public presence through	1. Open the former Whipple Office as a multi-cultural learner lounge.	1: Develop structure to ensure URMCo's campus space aesthetic reflects	<b>Enhance physical and digital spaces</b>	Identify existing URMCo/UR multicultural and inclusive campus spaces.	FY2023	Complete

an equity, diversity, inclusion lens.	2. Plan in place to celebrate URMIC's history, particularly for underrepresented groups.	our diversity and inclusion values by July 2021. 2: Develop structure to ensure URMIC's digital presence reinforces our diversity and inclusion values by July 2022.	<b>through an equity, diversity, inclusion lens.</b>	For common use physical spaces specific to the program, diversify space through artwork.	FY2023	Complete
				Create and redesign the program's Diversity & Inclusion webpage.	FY2023	Complete
				Regular review of program's website through DEI lens.	FY2023-FY2032	In progress
				Implement MSGC Newsletter that will be distributed at least 3 times per year. This will include content such as letter from program leadership, faculty spotlight, student spotlight, news/updates from DEI committee, events.	FY2025	Incomplete
Goal 5: Engage and partner with the community to achieve racial justice by promoting equity in health and well-being.	1. Completion of a Health Care Disparities project in eRecord (UR Medicine's electronic medical record) to increase data accuracy and completeness for patients' race and ethnicity (including decreasing unknown for race/ethnicity and increasing complete rates for both race and ethnicity) to improve our ability to spot and address inequities. 2. An anti-racism statement is included in internal review board (IRB) practice. 3. Best practices are in place to recruit and retain BIPOC participants into new human research studies.	1: Ensure equitable, accessible health care delivery by July 2025. 2: Establish URMIC as a national leader in health equity research and education, specifically focusing on the impact of racism on health and development, and ensure the translation of knowledge into policy and action by July 2025. 3: Ensure URMIC's vendor engagement supports local Minority and Women Business Enterprises (MWBE) by July 2022.	<b>Promote equity in provision of genetic counseling services, and in research.</b>	Program has defined mission and learning objectives that promote equitable health care and research.	FY2023	Complete
				Program implements health equity education for all students.	FY2024-FY2032	In progress
				Program facilitates student and community partnership volunteer experiences, with participation required of all students.	FY2024-FY2032	In progress
				Support student thesis research that focuses on health care equity.	FY2024-FY2032	In progress