

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*

*First cohort of MSGC students begins 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
<p>Goal 1: Develop and sustain an infrastructure to support equity, diversity and inclusion.</p>	<p>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 progress on their goals and a diversity dashboard to help them measure their performance.</p>	<p>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.                      3: Foster competency and accountability for greater diversity and inclusion among department chairs,</p>	<p><b>Develop and sustain an infrastructure to support equity, diversity and inclusion.</b></p>	<p>Diversity, Equity &amp; Inclusion (DEI) Committee specifically for the MSGC program is established, with continued input and participation from UR Office of Equity &amp; Inclusion. Committee is responsible for developing and assessing program DEI goals (including diversity dashboard), policies, and practices. The DEI committee meets regularly.</p> <p>Ensure active diversity and inclusion work is factored into program leadership evaluations and reappointments.</p> <p>Program leadership will provide summary of progress toward goals annually (end of each FY).</p> <p>100% of program leadership, faculty, staff, and students within URMC/UR will</p>	<p>FY2023</p> <p>FY2023</p> <p>FY2023-FY2032</p> <p>TBD –May depend upon</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>center directors, deans, and administrators by July 2021.</p> <p>4: Develop a structure in which all SMD and URM C departments and units have designated individuals who work collaboratively with Office of Equity &amp; Inclusion and Human Resources by July 2021.</p>		<p>complete anti-racism training as provided by URM C/UR.</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 URM C/UR, NSGC, AGCPD, etc. (For example, Association of College and University Educators (ACUE) microcredential course titled 'Inclusive Teaching for Equitable Learning'. UR has partnered with ACUE to offer this course. Per Progress Report on URM C Equity &amp; Anti-Racism Plan presented at 11/6/2022 grand rounds, goal will be to have as many people complete this as possible. Includes faculty now, but staff will also be able to complete.)</p> <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>	<p>UR/URMC infrastructure</p> <p>FY2023- FY2032</p> <p>FY2032</p>
<p>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>	<p>1. 100% of URM C'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 with which to build all ladders.</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, specifically BIPOC, by July 2022.</p>	<p><b>Enhance recruitment, retention and promotion of diverse faculty, staff and learners, including Black, Indigenous and People Of Color (BIPOC) and other underrepresented constituencies.</b></p>	<p>Baseline metrics established for key areas of recruitment of learners. This includes Black, Indigenous and People Of Color (BIPOC) and other underrepresented constituencies.</p> <p>Implement holistic admissions process.</p> <p>Assess and further develop holistic admissions process annually.</p> <p>Determine which external institutions/organizations should be</p>	<p>FY2023</p> <p>FY2023</p> <p>FY2023- FY2032</p> <p>FY2025</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>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 URMC community.</p>		<p>contacted in efforts to attract and identify diverse academic candidates (e.g., Historically Black Colleges and Universities, the Minority Genetic Professionals Network, regional middle and high schools, etc). Develop and implement plans in collaboration with these institutions/organizations.</p> <p>Evaluate existing recruitment efforts and academic pipeline programs within URMC/UR, and determine which of these are most appropriate to utilize (eg, events hosted by URSMD Graduate Education and Postdoctoral Affairs (GEPA), Science and Technology Entry Program (STEP) for high school students, etc).</p> <p>Develop comprehensive list of support resources for students, including both internal resources (URMC/UR) and external resources (eg, Minority Genetic Professionals Network). Update as needed, and distribute annually.</p> <p>Develop and implement mentorship program for students in the program. In addition, provide students with information about additional mentorship opportunities as available (eg, through Minority Genetic Professionals Network).</p> <p>Program leadership collaboration with Clinical Genetics services within URMC to inventory current shadowing, internship, and research opportunities for individuals interested in entering genetic counseling training programs.</p>	<p>FY2025</p> <p>FY2023</p> <p>FY2023- FY2032</p> <p>FY2025</p>
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				<p>Collaborate with and offer support to URM Clinical Genetics services for creation of additional opportunities.</p> <p>100% of individuals on admissions committee receive training in implicit bias annually.</p> <p>Program diversity &amp; inclusion statement are included on program website and 100% of course syllabi for newly-created courses.</p> <p>Secure funding for student scholarship, with special attention given to increasing representation of people of color.</p> <p>Provide travel support for students to attend the NSGC annual education conference in their 2<sup>nd</sup> year.</p> <p>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.</p> <p>As appropriate, program leadership will collaborate with Clinical Genetics services within URM to adopt and implement best practices in recruitment and hiring of new URM faculty members and staff (particularly those who will be working with and supporting the students in various capacities).</p>	<p>FY2023- FY2032</p> <p>FY2023</p> <p>FY2025</p> <p>FY2024- FY2032</p> <p>FY2023- FY2032</p> <p>FY2023- FY2032</p>
Goal 3: Cultivate a fair and just	1. An anti-racism statement is developed and widely circulated.	1: Establish structures that create a climate that is founded on principles of	<b>Cultivate a fair and just climate, culture and community.</b>	Identify the UR anti-racism statement, and incorporate into program website	FY2023

<p>climate, culture and community.</p>	<p>2. 100% of educators adopt inclusive pedagogical practice into their learning activities.</p>	<p>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.</p>		<p>and, when applicable, other program materials.</p> <p>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.</p> <p>Program has defined mission and learning objectives that incorporate equity and inclusion.</p> <p>Curriculum integrates diversity and inclusion topics as appropriate into all courses.</p> <p>Curriculum includes dedicated course focusing on diversity and equity in health care (eg, Diversity &amp; Equity in Health Care course offered through UR SON).</p> <p>Curriculum includes Leadership Seminar Series, a required supplemental learning activity for students that includes leadership in building diversity, equity, and inclusion within the genetic counseling field.</p> <p>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).</p>	<p>FY2023</p> <p>FY2023</p> <p>FY2023</p> <p>FY2023</p> <p>FY2023</p> <p>FY2023- FY2032</p>
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				<p>DEI training for <b>all</b> course instructors, clinical supervisors, and thesis advisors.</p> <p>Modify existing URSMD course evaluation form templates if/as needed to assess climate and learning atmosphere. Implement annually.</p> <p>Assess existing URMIC co-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.</p> <p>Assess URSMD GEPA's existing process for collecting alumni data, and whether modifications to assess climate should be requested.</p>	<p>FY2025</p> <p>FY2023- FY2032</p> <p>FY2023- FY2032</p> <p>FY2024</p>
<p>Goal 4: Enhance URMIC's public presence through an equity, diversity, inclusion lens.</p>	<p>1. Open the former Whipple Office as a multi-cultural learner lounge.</p> <p>2. Plan in place to celebrate URMIC's history, particularly for underrepresented groups.</p>	<p>1: Develop structure to ensure URMIC's campus space aesthetic reflects our diversity and inclusion values by July 2021.</p> <p>2: Develop structure to ensure URMIC's digital presence reinforces our diversity and inclusion values by July 2022.</p>	<p><b>Enhance physical and digital spaces through an equity, diversity, inclusion lens.</b></p>	<p>Identify existing URMIC/UR multicultural and inclusive campus spaces.</p> <p>For common use physical spaces specific to the program, diversify space through artwork.</p> <p>Create and redesign the program's Diversity &amp; Inclusion webpage.</p> <p>Regular review of program's website through DEI lens.</p> <p>Consistently include information in program leadership's weekly email to students that celebrates and raises awareness around religious, ethnic, and cultural events (eg, Diwali, Eid, etc).</p>	<p>FY2023</p> <p>FY2023</p> <p>FY2023</p> <p>FY2023- FY2032</p> <p>FY2024- FY2032</p>

<p>Goal 5: Engage and partner with the community to achieve racial justice by promoting equity in health and well-being.</p>	<p>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.</p>	<p>1: Ensure equitable, accessible health care delivery by July 2025.  2: Establish URM 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 URM’s vendor engagement supports local Minority and Women Business Enterprises (MWBE) by July 2022.</p>	<p><b>Promote equity in provision of genetic counseling services, and in research.</b></p>	<p>Program has defined mission and learning objectives that promote equitable health care and research.</p> <p>Program implements health equity education for all students.</p> <p>Program facilitates student and community partnership volunteer experiences, with participation required of all students.</p> <p>Support student thesis research that focuses on health care equity.</p>	<p>FY2023</p> <p>FY2024-FY2032</p> <p>FY2024-FY2032</p> <p>FY2024-FY2032</p>
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