

## URMC Equity and Antiracism Action Plan 2021-2025

[www.urmc.rochester.edu/equity-antiracism-action-plan.aspx](http://www.urmc.rochester.edu/equity-antiracism-action-plan.aspx)

**BUILD (Goal 1):** Develop and sustain an infrastructure to support equity, diversity and inclusion

**Objective 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.

**Objective 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.

**Objective 3:** Foster competency and accountability for greater diversity and inclusion among department chairs, center directors, deans, and administrators by July 2021.

**Objective 4:** Develop a structure in which all SMD and URMC departments and units have designated individuals who work collaboratively with Office of Equity & Inclusion and Human Resources by July 2021.

**RECRUIT (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.

**Objective 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.

**Objective 2:** Bolster professional networks to help identify diverse candidates, specifically BIPOC, by July 2022.

**Objective 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.

**Objective 4:** Develop career tracks for faculty, students, trainees, postdoctoral researchers, and staff with attention given to retaining BIPOC recruited to the URMC community.

**NURTURE (Goal 3):** Cultivate a fair and just climate, culture and community.

**Objective 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.

**Objective 2:** Ensure SMD and SON educators utilize inclusive pedagogy in their learning activities by July 2021.

**EXEMPLIFY (Goal 4):** Enhance URMC's public presence through an equity, diversity, inclusion lens.

**Objective 1:** Develop structure to ensure URMC's campus space aesthetic reflects our diversity and inclusion values by July 2021.

**Objective 2:** Develop structure to ensure URMC's digital presence reinforces our diversity and inclusion values by July 2022.

**ENGAGE (Goal 5):** Engage and partner with the community to achieve racial justice by promoting equity in health and well-being.

**Objective 1:** Ensure equitable, accessible health care delivery by July 2025.

**Objective 2:** Establish URMC 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.

**Objective 3:** Ensure URMC's vendor engagement supports local Minority and Women Business Enterprises (MWBE) by July 2022.