



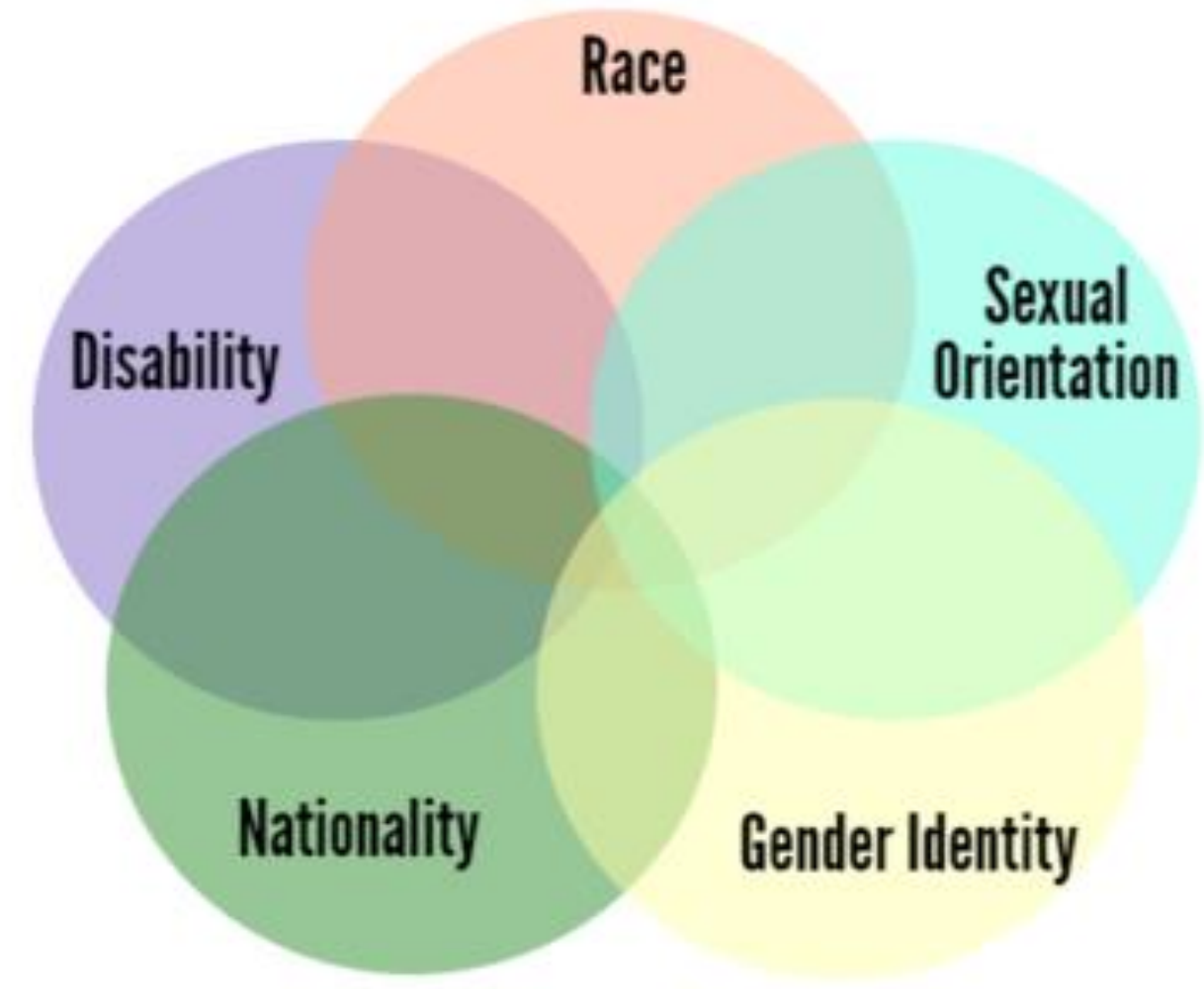
Promoting Diversity and Inclusion in Academic Medical Institutions

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The Context

- Outcomes and quality of life for individuals with intellectual and developmental disabilities (IDD) can be compounded by experiences of intersectionality
- Supporting inclusive experiences in medical settings requires systems-level change
- Infrastructure to support cultural and linguistic competence and a culture of inclusion is often not considered or promoted



The Mission

- Create and promote a safe and inclusive environment in all settings in which we engage (clinical, research, teaching, community)
- Develop and nurture partnerships with organizations representing diverse communities
- Develop infrastructure that supports inclusion and builds capacity to reduce disparities
- Foster an internal workforce that is more diverse with respect to faculty, staff, and trainees

The Process

Proposal

Developed by a workgroup

Included historical context of division and university

Collaboration with other diversity efforts

Includes specific strategies and policies related to inclusion

Policies span across leadership, faculty, staff, and trainees

Approval

- Presented to division leadership in Fall 2017
- Accepted January 2018



Implementation

- Implementation currently in process
- Ongoing workgroup, with new membership
- Subgroups for specific projects
- Bi-monthly meetings to brainstorm and review progress
- Ongoing communication with leadership

The Plan

ORGANIZATIONAL ASSESSMENT

- Conducting an organizational assessment related to cultural and linguistic competence (CLC)
- A strengths-based approach that promotes non-judgment throughout the assessment process
- Incorporation of information from all members of the organization who wish to participate
- Use of broad data collection (via surveys) and opportunities for in-depth feedback (e.g., interviews, group conversations)
- Involvement of community stakeholders who may interact with our services and programs
- Identification of a process for enhancing communication about the resources and supports that are available around CLC
- Guided by the Cultural and Linguistic Competence Assessment for Disability Organizations (CLCADO)



Diversity Education

- Two hours required per year
- Attending relevant events/ reading and reflection
- Systematic dissemination of education opportunities
- Safe Space training for leadership

Recruitment/Hiring

- Increase dissemination of job postings to diverse groups
- Exit interviews incorporate questions about inclusion
- Mission statements updated with diversity commitment
- Annual application for diversity grants

Positive Culture

- Safe spaces for conversation
- Implicit bias training for all new hires
- Communication within division is inclusive
- Inclusion Coordinator with dedicated FTE to support implementation and evaluation