Development of a Committee for Diversity, Equity and Inclusion Initiatives in a Department of Cardiology

Joy Gueverra, MHA and Elizabeth DeWitt, MD

Increase the recruitment of diverse fellows and to increase retention of these fellows to senior fellowship and then faculty positions.

Create a structured curriculum for fellows and faculty

Coordinate and formalize community outreach efforts for the department

Cardiology DEI Committee
2 Co-Leaders

Bi-Annual Meetings with all chairs

Workforce Committee One chair

- Establish and maintain dashboard of diversity in applicants
- Establish and maintain dashboard of diversity in fellowship

Education CommitteeOne chair

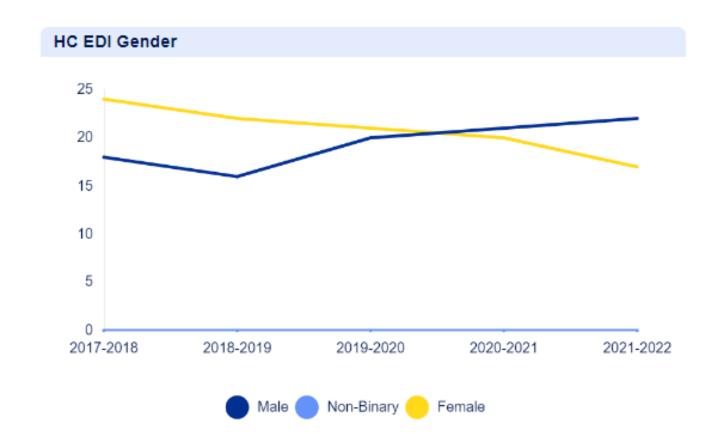
- Health Equity Rounds
- Annual Invited Lecture
- Coordinate annual fellow lecture, faculty café, and faculty meeting topic
- Implement Upstanderbystander or Implicit
 Bias lecture into bootcamp annually

Research Committee One chair

- Works in progress: research in dept. on health equity work
- Journal clubs
- Connect faculty
 mentors to interested
 fellows

Community Outreach Committee One chair

- Coordinate quarterly visits from Prospect Hill Academy students interested in health care
- Coordinate monthly sessions at Port
 Cambridge Art Center
- Other community initiatives







Articulate Goals

Operationalize Efforts Embed in Department



