

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 Committee
One chair

- Health Equity Rounds
- Annual Invited Lecture
- Coordinate annual fellow lecture, faculty café, and faculty meeting topic
- Implement Upstander-bystander 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

