



Significant Supporting Activity: Diversity, Equity, and Inclusion (DEI)

Summary

Many faculty make substantial contributions and commitment outside their Area of Excellence. These activities are often of outstanding quality and impact and are recognized by peers and leaders, but are in domains in which the quantity of the candidate's contribution is less than in the Area of Excellence. These significant supporting activities (SSA) will supplement accomplishments in the Area of Excellence, allowing the sum total of an individual's achievements to be considered in the evaluation for promotion.

The following list provides representative activities and accolades that may contribute toward the selection of an SSA. Level of effort and/or responsibility in a particular area is typically commensurate with rank. Decisions regarding the selection of one or more SSAs should be made jointly between a candidate and their nominating department. Inclusion of an SSA is not a requirement for academic promotion.

Examples of Metrics

Activities

We refer here to diversity, equity, inclusion, belonging, and related concepts with the abbreviation DEI. Efforts in any of these domains may focus on race, ethnicity, gender, sexual and gender minorities, disability, limited English proficiency, limited health literacy, poverty, and/or other such populations:

- Service on committees and community organizations that seek to promote DEI
- Service in a leadership role related to DEI and/or social justice (e.g., director of office or center)
- Work on policies that address disparities in representation in medicine and biomedical research
- Development of programs that create diversity by increasing the representation of women, sexual and gender minorities, individuals with disabilities, and/or persons underrepresented in medicine (URM) among our students, trainees or faculty
- Fostering the career development of diverse trainees and faculty locally and beyond our community through sustained mentorship
- Engagement in the community at large to encourage biomedical science careers in underrepresented populations, to expand access to quality care and improve health literacy, and/or to reduce disparities in health
- Educational initiatives and/or curriculum development to describe, render visible, and/or critique the historical underpinnings of health inequities
- Development of protocols, programs, repositories or databases to increase representation of diverse participants in clinical trials and research studies
- Engaging in research and/or development of clinical or educational programs related to disparities in health

Activities

- Contributions to policy papers, best practice guidelines, legislative endeavors, relevant curricula, and/or other written materials related to DEI efforts
- Publications of original research, reviews, and/or innovations related to DEI

Recognition

- Selection or invitation to serve on regional or national committees or working groups related to issues of DEI
- Invitations to present on issues related to DEI within academic medicine
- Funding to support related initiatives or programs
- Awards for contributions and/or innovations in DEI