**MGH OB/Gyn Diversity Committee Strategic Plan**

**2020-2023**



**Mission Statement:** The mission of the OB/Gyn Department diversity committee is to make real the promise of inclusive excellence by embracing our differences and promoting equitable treatment of all.

**Priority Areas & Broad goals:**

Based on meetings in January/February 2020 to discuss priorities for the committee and broad goals for the department, the committee identified four broad areas where we would like to focus over the next three years.

In addition, we want to ensure that all efforts reach a wide variety of department members and role groups. We will provide at least twice yearly updates on committee progress across the department, sites, job categories, and will solicit membership and input at the same time.

|  |  |  |  |
| --- | --- | --- | --- |
| **Area** | **Year 1** | **Year 2** | **Year 3** |
| **Hiring practices & Work Environment** | Best hiring practices | Disseminate information about actual hiring practices (from Inbox) and hiring best practices | Evaluate implementation of hiring best practices |
| **Departmental Awareness and Skills Building** | Health Equity Rounds  Town Halls  Inequity Inbox reporting  Skills didactic | Health Equity Rounds  Town Halls  Inequity Inbox reporting  Skills didactic | Health Equity Rounds  Town Halls  Inequity Inbox reporting  Skills training/didactic |
| **Measuring and comparing quality of care** | Design a quality metric for patient care using 6 dimensions of IOM; choose pilot areas to test | Test quality metric | Use quality metric and compare care by race/ethnicity, diagnoses, etc. |

**Timeline**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Year 1** | | | | **Year 2** | | | | **Year 3** | | | |
| 2020 | 2021 |  |  |  | 2022 |  |  |  | 2023 |  |  |
| 10-12 | 1-3 | 4-6 | 7-9 | 10-12 | 1-3 | 4-6 | 7-9 | 10-12 | 1-3 | 4-6 | 7-9 |

**Priority Area Plans & Milestones:**

1. ***Hiring Practices & Work Environment***

Timeline:

|  |
| --- |
|  |
| Y1/Q1 |
| Y1/Q2 |
| Y1/Q3 |
| Y1/Q4 |
| Y2/Q1 |
| Y2/Q2 |
| Y2/Q3 |
| Y2/Q4 |
| Y3/Q1 |
| Y3/Q2 |
| Y3/Q3 |
| Y3/Q4 |

2. ***Departmental Awareness and Skills Building:*** The main goal for this topic area is to foster awareness in the department of the existence of racism, bias and bigotry in daily interactions for many of our staff, to identify areas where we as a community can support each other in decreasing these behaviors, and to provide skills training to help all of us intervene when we see situations of bias unfolding.

We will further those goals through three types of work:

***2.1*** ***Awareness raising activities:***

* Health Equity Rounds
* Ensuring relevant topics in Grand Rounds
* Ensuring reporting of/mention of DEI topics in faculty & staff meetings across roles in the department
* Providing reports from the Inequity Inbox (at an interval that maintains anonymity, but ideally with a regular frequency)
* Ask grand rounds speakers to discuss (briefly) how inequities/bias/racism/sexism impact their topic

***2.2*** ***Creating dialogues around departmental practices:***

* Town Halls – goal for a cross-role forum where a question or questions about ways to improve the department could be posed. Ideally needs facilitators with some skills/training
* Journal club?? Vs. book club vs. ???

**2.3 *Skills training:***

* Upstander (or anti-racism??) training – either department wide, or to a small group who could then both report back and/or do a roadshow with mini-learning moments to convey key themes:

* Didactic trainings about hiring practices, ??other??

Timeline:

|  |  |  |  |
| --- | --- | --- | --- |
|  | Awareness raising | Dialogues | Skills building |
| Y1/Q1 |  |  |  |
| Y1/Q2 |  |  |  |
| Y1/Q3 |  |  |  |
| Y1/Q4 |  |  |  |
| Y2/Q1 |  |  |  |
| Y2/Q2 |  |  |  |
| Y2/Q3 |  |  |  |
| Y2/Q4 |  |  |  |
| Y3/Q1 |  |  |  |
| Y3/Q2 |  |  |  |
| Y3/Q3 |  |  |  |
| Y3/Q4 |  |  |  |

3. ***Measuring and comparing quality of care:***

Year 1

Year 2

Year 3

Timeline:

|  |
| --- |
|  |
| Y1/Q1 |
| Y1/Q2 |
| Y1/Q3 |
| Y1/Q4 |
| Y2/Q1 |
| Y2/Q2 |
| Y2/Q3 |
| Y2/Q4 |
| Y3/Q1 |
| Y3/Q2 |
| Y3/Q3 |
| Y3/Q4 |

4. ***Administrative Interfacing***: The goal of this small group is to ensure that we are not duplicating efforts, and that we have relationships with different constituencies throughout the department. In addition to seeking individual members for the committee from each of these constituencies, we will reach out to group meetings to provide consistent updates and get feedback/input.

We will provide a report (largely informal) and solicit input from the following groups 2-4 times a year:

a. Residency

b. Central Hospital D&I

c. Community Health

d. Nursing

e. MAs

f. Practice managers/admin

g. Medical student/HMS representative

h. Fellowships

I. Satellite sites: Waltham, Danvers