

Diversity, Equity, and Inclusion Committee Charter

Wisconsin Northern & Central GME Consortium (WiNC)

Initial GMEC Approval:	02-16-23
Last GMEC Review Date:	

The term resident/residency is used synonymously with fellow/fellowship unless otherwise specified.
(GMEC approved 10/20/2022)

Mission:

WiNC is building a healthier world that is just, equitable, and thriving for everyone, a world where social and human differences are drivers of health and well-being, not barriers. We are committed to the intentional actions it will take to achieve this vision.

Our sponsored Programs embrace diversity in our trainees and faculty, and we acknowledge there is still work to be done to improve the diversity of our workforce. Our trainees are given the tools needed to identify and address health disparities, to practice with cultural humility and sensitivity, to reflect on and limit their own implicit biases, and to understand the negative consequences of systemic racism on society and the provision of health care so we may work together to combat them.

Purpose:

The Diversity, Equity, and Inclusion Committee will provide oversight and guide WiNC and its sponsored Programs on all matters related to diversity, equity, and inclusion.

Background:

The ACGME has identified diversity, inclusion, and equity as priorities in Graduate Medical Education and as of July, 2019, the ACGME's Program Requirements mandate programs to report diversity, equity, and inclusion recruiting efforts in the Accreditation Data System (ADS) Annual Update. The ACGME's Common Program Requirements specifically address diversity, equity, and inclusion and expectations for Sponsoring Institutions and Programs.

- I.C. The Program, in partnership with its sponsoring Institution, must engage in practices that focus on mission-driven, ongoing, systematic recruitment and retention of a diverse and inclusive workforce of residents, fellows (if present), faculty members, senior administrative staff members, and other relevant members of its academic community.
- Background and Intent: It is expected that the Sponsoring Institution has, and programs implement, policies and procedures related to recruitment and retention of minorities underrepresented in medicine and medical leadership in accordance with the Sponsoring Institution's mission and aims.
- The Program's annual evaluation must include an assessment of the program's efforts to recruit and retain a diverse workforce, as noted in V.C.1.c).(5).(c).

Multiple studies have demonstrated that racial and ethnic minorities experience poor quality of health, with clear association to lack of representation of these minorities in the health care workforce. It has been noted that racial and ethnic minorities are more likely to experience disparities in health care, receive lower quality of health care, face greater challenges in accessing care and experience higher rates of preventable hospitalizations. It has also been demonstrated that diversity in the healthcare workforce is associated with increased access for minority and underserved populations, improved patient satisfaction, and enhanced cultural sensitivity and competence within the healthcare workforce.

Responsibilities:

1. Regularly assess and monitor DEI activities, providing an annual written report to the GMEC on accomplishments and identified challenges and remaining barriers.
2. Provide input on pertinent Institutional and Program policies and procedures relating to DEI issues, including the recruitment, selection and retention of residents and fellows.
3. Make recommendations on educational resources and curricular elements relating to DEI topics such as health care disparities, enhanced cultural sensitivities, limiting implicit biases.
4. Identify and help create faculty development resources and support Programs in their faculty development needs relating to DEI training and teaching.
5. Identify opportunities for WiNC and its Programs to engage with our broader communities to promote DEI and social justice.
6. Serve as a resource for guidance and consultation for WiNC Programs on DEI issues.
7. Serve as a communication vehicle across the WiNC organization by sharing information and solutions to issues through some form of internal messaging, such as shared minutes or a newsletter.

Membership:

1. Members of the DEI Committee should have demonstrated a consistent interest in supporting and creating a diverse, equitable and inclusive environment.
2. Each WiNC Program will nominate at least two (2) individuals to serve on the Committee, each with the ability to designate an alternate if unable to attend a meeting.
3. Membership terms are for two years with option for renewal. Resident members will serve till graduation from their Program, but may continue on if part of a WiNC Program as faculty.
4. As a GMEC subcommittee, at least one member of the Committee must be a resident.
5. At least one Committee member must be a faculty.
6. A representative of WiNC HR will be a Committee member.
7. The members of the Committee will determine a Chair and Vice-Chair, with the Chair responsible to schedule meetings, prepare the meeting agenda, facilitate the meetings and serve as the Committee spokesperson reporting as needed to the GMEC.

Meetings:

1. The Committee will set up timing and frequency of its meetings, but will meet at least four times a year.
2. Members are expected to attend at least 50% of scheduled meetings.
3. Decisions of the Committee will hopefully be achieved by consensus, but if a vote is required, a simple majority is required of quorum present. Quorum is 51+% of members.
4. WiNC will provide administrative support to the Committee for purposes such as writing minutes and help with scheduling meetings.
5. Minutes will be taken at each meeting and provided to GMEC for review and approval.

Budget:

A budget of \$1,000.00 will be allocated annually to support the Committee work, for meals, travel and other sundry expenses. Requests beyond that amount requires WiNC approval.