

Diversity and Inclusion Strategic Plan for the Department of Psychiatry and Behavioral Health

Statement of Purpose

The Department of Psychiatry and Behavioral Health is committed to promoting diversity and inclusion. This strategic plan outlines goals and objectives to achieve diversity, inclusion, and equity in several domains, namely, (1) work force development; (2) underrepresented minority (URM) faculty recruitment and retention; (3) education and training; (4) clinical services; (5) research; (6) University service; and (7) community outreach and health disparities. This plan aims to ensure that the clinical, education, and research programming, policies, and procedures allow for the inclusion and advancement of all faculty, staff, patients, and other stakeholders that interface with the department.

Goals and Objectives:

- 1) Develop and Maintain a Culturally Sensitive Workforce
 - a. Encourage all faculty, staff, and trainees complete the annual training on Implicit Bias and Sexual Discrimination – confirm completion with HR (100%)
 - b. Provide annual Training to Faculty, Staff, and Trainees on LGBTQ* sensitivity (100%)
 - c. Annual review of the Language Access procedures for patient care (100%)
 - d. Quarterly multicultural luncheon to discuss diversity and inclusion matters within the department.
- 2) Recruit and Retain Faculty that represent diverse backgrounds
 - a. Advertise open positions with relevant professional organizations and websites that are affiliated with URM populations (i.e. Association of Black Psychologists, American Society of Hispanic Psychiatry, and National Hispanic Medical Association). Department HR lead to join these organizations as a member in order to ensure all positions are posted and updated.
 - b. Develop a Center focused on minority mental health and health disparities with pipeline programs to increase diversity (resident line, psychology trainee, social work intern, NP interns, etc.).
 - c. Arrange for welcoming on-boarding process including a faculty partner to introduce the local community to faculty of diverse backgrounds.
 - d. Expand mentoring options and capacity for faculty within the department and beyond.
 - e. Encourage URM faculty to apply for RSOM sponsored opportunities for leadership and other professional development trainings.
- 3) Improve Education and Training on diversity and health disparities
 - a. Request that all Grand Rounds presenters address how their work applies to diverse and underserved populations and/or health disparities in their presentation.
 - b. Host ≥ 3 Grand Rounds annually on topics targeted at enhancing research or clinical initiatives for underserved populations or addressing health disparities.
 - c. Ensure that resident didactics series for psychotherapy include at least monthly discussions about cultural sensitivity in clinical care
 - d. Develop a lecture series on treatment of underserved populations and health disparities for residents and fellows.
 - e. Include discussion about the impact of culture/worldview of the patient in all case conferences/presentations.

- 4) Improve Quality and Access to Clinical Services for Diverse Populations
 - a. Improve documentation for working with diverse populations – Include sensitivity to diversity issues for annual clinical documentation review
 - b. Ensure that evidenced-based practices are in place for underserved populations for all clinical services
 - c. Develop a policy for working with patients who are undocumented
 - d. Recruit Spanish speaking providers and staff and provide opportunities to help current employees to receive hospital approval for communicating in other languages.
- 5) Improve Diversity and Inclusion within Research
 - a. Standardize collection of demographic data across all studies to be sure accurate data is being assessed for diversity (e.g., birth sex, gender identity, race, ethnicity, sexual orientation, disability status, etc.).
- 6) Maintain Department Membership in University Service
 - a. Maintain active presence on the Faculty Diversity Committee for SOM
 - b. At least one faculty member to join a campus wide diversity initiative /project beyond the SOM
 - c. Encourage faculty members to join organizations on campus that speak to issues related to the diverse backgrounds (i.e. Union Universitaria Latinoamericana (UUL))
- 7) Improve Community Outreach and Address Health Disparities
 - a. Develop at least 1 program or project that serves an underserved population per year
 - b. Develop and sustain at least 2 programs (clinical or research), targeted at serving an underserved population
 - c. Develop and maintain at least 1 community partnership targeted at addressing at least 2 of the social determinants of Mental Health and Wellness (Unemployment; Food insecurity; Poor access to quality health care; Education inequality; Poverty; Poor neighborhoods; Social exclusion; Housing instability; and Adverse early life experiences)
 - d. Develop website content to communicate department initiatives

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