

Department of Psychiatry & Behavioral Sciences: EDI Goals Academic Year 2020-2021

Departmentwide Goals and Deliverables:

1. **We will Continue to Diversify Faculty, Staff, and Learners Via Proactive Recruitment, Mentorship, and Pipeline Development Activities**
 - a. Recruitment:
 - i. We will continue to develop and follow EDI best practices during recruitments
 - ii. Every member of the DST will identify and develop a relationship with one new “diversity recruitment network” to enlarge our connections to diverse pools of candidates for departmental positions
 - b. Mentorship:
 - i. We will initiate a BIPOC faculty mentoring process, by calling a meeting by January 2021 to assess interest, desires, and needs. We will initiate a BIPOC mentoring process for admin staff, clinic staff, and research staff, by calling meetings by January 2021 to assess interest, desires, and needs
 - c. Pipeline Development
 - i. We will create a 2021 “summer camp” for a broad range of individuals from diverse backgrounds who are interested in mental health careers (this effort to be partnered with other pipeline projects in the community and at the University)
2. **We Will Support the Retention of Diverse Department Members by Improving Our Culture of Equity, Inclusion, and Anti-Racist Activities**
 - a. We will continue to engage in self-inquiry and deep discussion at the individual and division level
 - i. Book club summer/fall 2020: How To Be An Anti-racist
 - ii. D & I Retreat 2020
 - iii. Equity, Diversity and Inclusion Opportunities and Challenges (EDIOC) Strategic Plan Analysis Process, 2020-2021
 - b. We will develop the habit of identifying missing perspectives/voices in every meeting
 - c. We will ask each department member to identify their ongoing commitment to supporting EDI goals
 - i. EDI participation is included in criteria for faculty performance
 - ii. As part of the annual review process, each faculty is asked to identify how they will support department EDI activities in their own individual work.
 - iii. For non-faculty, we will seek input from HR; over the next 6 months we will identify the specific department high-level goal to implement as part of non-faculty review next spring.
 - d. We will clarify what kind of department-funded effort and department funding is available to support EDI goals
 - i. For faculty: any faculty member can choose to devote their allotted academic FTE to EDI activities; however, they will need to set specific annual goals for those activities, and will need to demonstrate achievement of those goals

- ii. For non-faculty: We will approach UMP to see what will be supported for EDI activities

3. We Will Widen The Lens Through Which We Approach Our Clinical And Educational Work With Patients And Families

- a. We will revamp complex case conference to explicitly include a cultural formulation and an understanding of the effects of systemic racism on the health and wellbeing of our patients; as part of this process, we will also engage in reflection on our own actions and biases as providers.

Goals and Deliverables for Specific Divisions

Child Division

1. We will assess racial disparities in the frequency of the use of seclusion, restraint, tasers and emergency medication in children and adolescents on the inpatient wards and in the ED
2. We will create a task force to reduce the use of these methods overall and to eliminate racial disparities in their use.

Behavioral Sciences Division

1. We will identify and disseminate instruments and assessment methods to assess experiences of (and effects of) racism on the individuals we serve (interface with Clinical and Research Divisions)

Clinical Division

1. We will develop and implement an anti-discrimination policy and reporting process for outpatient clinical activities
2. We will take the lead in accomplishing the departmentwide deliverable of revamping and leading a new approach to Complex Case Conferences that includes a cultural formulation
3. We will identify demographic variance in our ECT and TRD services; identify any sources of biases that are discovered; and create a corrective plan if needed.

Research Division

1. We will incorporate racism-related measures in our studies as appropriate (interface with Behavioral Sciences Division)
2. We will take the lead in developing a mentorship program for BIPOC research staff (interface with other Dept-wide mentorship activities)
3. We will participate in the development of NeuroPRSMH diversity fellowships (Alex Herman serving as one of the point persons)
4. We will develop a robust interface with a new Community Engagement Committee.

Education Division

1. We will continue to develop and implement best EDI practices for learner recruitment
2. We will re-examine how we create a welcoming environment for learners joining our programs and prioritize changes that help all feel seen and welcome
3. We will create a vigorous inclusiveness lens for all learners; informed by a new extensive curriculum on diversity, inclusion, adversity, and the effects of bias on our patient and learner communities
4. We will ensure that all learners are invited to participate in Department-wide EDI activities

5. We will ensure that all learner quality and safety projects prioritize equity and bias in their outcomes and measures.

Impact and Wellbeing Division

1. We will be available to consult on the carrying out of any of the EDI goals for 20-21
2. We will evolve the Advocacy and Outreach Committee into a Community Engagement Committee (to interface with Research, Education, and Clinical Divisions)
3. We will develop a “quick guide” for mentors on starting EDI conversations
4. We will diversify the current wellness offerings in quarterly webinars and will carry out a department survey to determine broader and more inclusive definitions of wellness.