

Diversity, Inclusion, Health Disparities (DIHD) SUBCOMMITTEE CHARTER

A subcommittee of the Graduate Medical Education Committee (GMEC)

Overall Goals

The overall goal of the **Diversity, Inclusion, and Health Disparities (DIHD)** GMEC subcommittee is to ensure that the GMEC provides oversight to recruit, retain, and enhance a diverse trainee population;

1. Adhere to ACGME Core Program requirements for diversity, inclusion, and health disparities.
2. Provide resources and best practices to support program initiatives.
3. Assemble data and reports on diversity, inclusion, and health disparities, and
4. Provide education and develop action plans.

Program Responsibilities

1. Programs engaging in
 - a. 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.
2. The Institution has, and programs implement,
 - a. 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.
3. The program's annual evaluation must include an assessment of the program's efforts to recruit and retain a diverse workforce
4. IV.B.1.a).(1) Residents must demonstrate competence in:
 - a. IV.B.1.a).(1).(e) respect and responsiveness to diverse patient populations, including but not limited to diversity in gender, age, culture, race, religion, disabilities, national origin, socioeconomic status, and sexual orientation; (Core)
5. V.C.1.c) The Program Evaluation Committee should consider the following elements in its assessment of the program:
 - a. V.C.1.c).(5).(c) workforce diversity; (Core)