

Department of Medicine Summary of Diversity and Inclusion Initiatives

| Initiative | Implemented |
|---|--|
| DoM Vice Chair for Diversity and Inclusion Office established, Naudia Jonassaint, MD appointed Vice Chair, staff provided, financial resources appropriated (\$200k) | January 2019 |
| BRIM (Bias Reduction in Internal Medicine) training resources appropriated (\$400k) under the Vice Chair for Education (Dr. McNeil) in the DoM | Spring 2019; training program scheduled to launch 2020 |
| Established SHAEC UP Committee in the DoM led by the VC of Faculty Affairs (Dr. Weisz) to address conscious and unconscious bias and harassment in the workplace | Summer 2017 |
| Recruited the first 3 female division chiefs in Endocrinology (Dr. Kershaw), General Internal Medicine (Dr. Liebschutz), and Pulmonary/Allergy/Critical Care (Dr. Morris) | Appointed chiefs in 2016, 2017, 2019 respectively |
| Established URM Leadership council. Composed of URM faculty across the department who advise the Chairman on how to improve diversity and inclusion across the department | Established 2015 |
| Administer Career Education and Enhancement for Health Care Research Diversity (CEED) program led by Dr. Esa Davis: https://www.icre.pitt.edu/ceed/ | Ongoing |
| Launched Diversity and Inclusion Website: https://diversity.dom.pitt.edu/ | April 2020 |
| Invested \$1 million in Benign Heme focused on building sickle cell research programs (on top of earlier \$3 million investment from VMI) | Fall 2018 |
| Established Conrad Smith, MD Endowment for Diversity and Inclusion Faculty Development | Summer 2020 |
| The DoM currently employs 26 URM assistant professors and has personalized mentorship programs | Ongoing |
| Promotion and retention efforts underway to empower and foster promotion to Associate and full Professor | 2020 |
| Deliberate efforts to recruit new URM faculty. VC for D&I visited 4 Historically Black Colleges and Universities to do in-person recruitment | 2019-2020 |
| Appointed 5/9 Female Vice Chairs | 2015-2020 |
| Developed Comprehensive Compensation Analysis Tool that measures URM and gender inequities across faculty ranks | 2016-2020 |
| Established Staff Diversity and Inclusion Steering Committee to develop and implement strategies to improve diversity and inclusion in the department's staff environment | June 2020 |