

STRATEGIC FRAMEWORK (TRUST)

Our committee has formed the following working groups to implement our recommendations. These groups will allow us to apply an anti-racist lens to all areas within our department and carry out initiatives in a coordinated and decentralized manner. Groups are organized based on our DEI strategic framework of TRUST:

- Tracking
- Recruiting
- Unlearning and Learning
- Sustaining and Retaining
- Training and Transformation

Working group timelines, project prioritization, team members, and descriptions are subject to change. If you are interested in supporting the DEI Committee’s anti-racism initiatives, please fill out the volunteer form linked on our Anti-Racism Initiatives Webpage under “Working Groups”:

<https://www.fammed.wisc.edu/diversity/activities/anti-racism-initiatives-2020/>

Based on working groups’ needs and individuals’ skillsets and interests, you may be invited to participate in one of our TRUST working groups. Current and proposed working groups are listed below:

Project	Goals	Working Group
Tracking	<i>We will have developed and tested clear metrics related to recruitment, retention, competency development, and climate that help us to assess and refine our work.</i>	
Departmental Survey (completion goal 8/2020)	<ul style="list-style-type: none"> • Understand current attitudes, behaviors, and experiences (compared to July 2014 Survey), and assess learning, support, and resource needs of department. • This survey will strive to intentionally center those voices most impacted and often least heard. 	Bri Deyo Jennifer Edgoose Maddie Batzli Ellen Goldstein Linda Park April Schulz
DEI Dashboard	<ul style="list-style-type: none"> • Identify key metrics that can be used to monitor progress related to inclusion, diversity, and equity. 	Jennifer Edgoose Bri Deyo Shelly Shaw

Project	Goals	Working Group
	<ul style="list-style-type: none"> • Test metrics across a relevant performance cycle (annual, semi-yearly, quarterly, etc.) • Develop dashboard to visually communicate results of initiatives. 	Maddie Batzli April Schulz
Community Advisory Board	<ul style="list-style-type: none"> • Establish an Office of Community Health Community Advisory Board to support establishment of goals and direction 	Shelly Shaw Jennifer Edgoose Donna Nett-Pomrening
<p data-bbox="285 800 423 827" style="text-align: center;">Recruiting</p> <p data-bbox="565 762 1442 863" style="text-align: center;"><i>We will have an effective, operational, and intentional system for recruiting and selecting a more diverse faculty, staff, and medical resident group.</i></p>		
Residency	<ul style="list-style-type: none"> • Identify targeted populations for recruitment and identify barriers to recruitment related to those populations. • Identify and test innovative approaches to recruiting targeted populations and evaluate results. • Integrate high impact approaches into ongoing recruitment efforts. 	Tom Hahn Lashika Yogendran Allie Wolf Dan Samuelson Ildi Martonffy
Faculty	<ul style="list-style-type: none"> • Identify targeted populations for recruitment and identify barriers to recruitment related to those populations. • Identify and test innovative approaches to recruiting targeted populations and evaluate results. • Integrate high impact approaches into ongoing recruitment efforts. 	Sheena Frydrych Bethany Howlett Jennifer Edgoose
DFMCH staff	<ul style="list-style-type: none"> • Identify targeted populations for recruitment and identify barriers to recruitment related to those populations. 	Shelly Shaw Maddie Batzli Ashley Royston April Schulz

Project	Goals	Working Group
	<ul style="list-style-type: none"> Identify and test innovative approaches to recruiting targeted populations and evaluate results. Integrate high impact approaches into ongoing recruitment efforts. 	
UW Health staff	<ul style="list-style-type: none"> Identify targeted populations for recruitment and identify barriers to recruitment related to those populations. Identify and test innovative approaches to recruiting targeted populations and evaluate results. Integrate high impact approaches into ongoing recruitment efforts. 	John Tovar Shiva Bidar-Sielaff
<p data-bbox="188 972 513 999">Unlearning and Learning</p> <p data-bbox="565 936 1443 1035"><i>We will have educational curriculum, tools, and resources that help faculty, staff, and clinical learners to unlearn behaviors and practices that support exclusion and replace these with those that support inclusion.</i></p>		
Train-the-trainer facilitation workshop(s) of courageous conversation	<ul style="list-style-type: none"> Train select departmental members both faculty and staff across all departmental divisions to learn how to facilitate conversations on structural oppression These trained facilitators will then support workgroups below 	Shelly Shaw Jennifer Edgoose
UW Health Microlearning pilot evaluation	<ul style="list-style-type: none"> Complete ongoing evaluation of Microlearning pilot study conducted at 4 DFMCH sites: Belleville Clinic, NE Patient and Family Advisory Committee, Wingra Staff Meetings, and Alumni Hall Climate Committee Meetings (8/2019-2/2020) Apply lessons learned to support potential work groups below 	Allie Wolf Maddie Batzli Alyssa Tilhou Jennifer Edgoose Naomi Takahashi (UW Health) Ellen Goldstein

Project	Goals	Working Group
Medical student curriculum	<ul style="list-style-type: none"> Develop a set of recommendations for addressing issues and challenges from the survey findings. 	Bethany Howlett Kacia Stevenson
Residency curriculum	<ul style="list-style-type: none"> Develop a set of recommendations for addressing issues and challenges from the survey findings. 	Jennifer Edgoose Ronni Hayon Lashika Yogendran Allie Wolf Tom Hahn
DFMCH staff development	<ul style="list-style-type: none"> Develop a set of recommendations for addressing issues and challenges from the survey findings. 	Shelly Shaw Climate Committee April Schulz
UW Health staff development	<ul style="list-style-type: none"> Develop a set of recommendations for addressing issues and challenges from the survey findings. Promote participation in Employee Resource Groups 	John Tovar (Future members TBD)
Faculty development	<ul style="list-style-type: none"> Develop a set of recommendations for addressing issues and challenges from the survey findings. 	Jennifer Edgoose Melissa Stiles Tom Hahn Shelly Shaw
Research development	<ul style="list-style-type: none"> Develop a set of recommendations for addressing issues and challenges from the survey findings. 	Bri Deyo Ellen Goldstein Linda Park Jennifer Edgoose Bruce Barrett
Sustaining and Retaining		<i>We will establish and maintain institutional policies and practices that support an ongoing inclusive climate for all, especially for pioneers and champions of inclusion.</i>
People of Color Caucus/Wellness and	<ul style="list-style-type: none"> Create and implement specific programs that will improve the climate 	Adrienne Hampton Jennifer Edgoose

Project	Goals	Working Group
Resilience Group (racial affinity caucusing)	for under-represented groups while improving the climate for all staff. <ul style="list-style-type: none"> Identify ways to link pioneers to people and events throughout our statewide campus. 	Lashika Yogendran
Mentorship Programming	<ul style="list-style-type: none"> Develop and implement a department-wide mentoring program. 	Shelly Shaw Jennifer Edgoose Tom Hahn
<p data-bbox="248 810 456 842" style="text-align: center;">Transformation</p> <p data-bbox="613 758 1430 894" style="text-align: center;"><i>All staff in leadership and related positions involved in recruiting and hiring staff will have increased competency in understanding and addressing bias and will demonstrate effective behaviors for creating a more inclusive work and clinical climate.</i></p>		
Leadership development	<ul style="list-style-type: none"> Develop and test a comprehensive leadership curriculum the helps participants to develop competencies in the core pillars of inclusion, diversity, and equity. Embrace tools that foster application of an equity lens to all departmental decisions across all units Establish equitable policies and practices that promote mentorship, sponsorship and recruitment into leadership positions of diverse voices 	Jennifer Edgoose Shelly Shaw (Future members TBD)
White People Caucus (racial affinity caucusing)	<ul style="list-style-type: none"> Develop opportunities for racial affinity caucusing (see Sustaining and Retaining and Unlearning and Learning above) which has likely largest impact to be truly culturally transformative across the department Promote anti-racist allyship Discourage appropriation of BIPOC voices, ideas, and innovations 	Ronni Hayon Shelly Shaw

Project	Goals	Working Group
Communication, Dissemination and Engagement	<ul style="list-style-type: none"> • Develop transparent strategy to communicate workgroup progress with department • Encourage departmental participation in working groups 	<p>Maddie Batzli Matt Fleming Jennifer Edgoose Shelly Shaw April Schulz</p>
Ongoing leadership training modules	<ul style="list-style-type: none"> • Roll out relevant modules in curriculum to employees in leadership positions and evaluate results. 	<p>TBD Coordinate with UW-Madison/ UW SMPH/ UW Health</p>
Departmental competency training	<ul style="list-style-type: none"> • Develop a strategy to provide competency development for all departmental staff and faculty to enhance job descriptions and performance reviews. • Include diversity and inclusion criteria on performance reviews 	<p>TBD Coordinate with UW-Madison/ UW SMPH</p>

