

# ADFM Goals: Diversity, Equity & Inclusion

## Three Pillars of Action



**CARE  
DELIVERY  
& HEALTH**



**WORKFORCE  
RECRUITMENT  
& RETENTION**



**LEARNER  
RECRUITMENT  
& TRAINING**

### General "North Star" goals

A care system attractive, welcoming, & well-suited to diverse patient populations...

A department in which everyone has a fair chance to gain employment & want to stay...

A school in which everyone has a fair chance of acceptance, inclusion, & appropriate training...

*...without prejudice of race, ethnicity, gender, culture or other such difference*

### ADFM specific goals: Published methods for creating...

**A practice profile**  
Who your patients are now, who you could attract; diversity now, and what it could be

**A workplace profile**  
Who works for (and with) you now, who you may want to attract; diversity now and what it could be.

**A learner profile**  
Who joins, who you may attract; diversity now, and what it could be.  
Scope: UME, GME, CME & leader development across all 3 pillars.

## EQUITY IN RESEARCH ENTERPRISE



Research questions, populations, methods, use of results;  
The research workforce;  
Engaging diverse learners in the research enterprise;