

Wilkins: Chief Equity Officer

Inclusive Excellence

FOCUS: Recruiting, retaining, advancing a diverse workforce and student body

Kimberly Vinson, MD
Associate Dean

Kristy Sinkfield, MeD
Associate VP

Raeshell Sweeting, MD
Associate Director

Undergraduate
Medical
Education

Graduate
Medical
Education

STAFF

FACULTY

Pipeline/
Pathway
Programs

Recruitment,
Retention,
Promotion

Equity, Anti-
racism Training
and Education

Links to Faculty Affairs,
Department Chairs,
Vice Chairs of DEI

Partners with HR to support
staff hiring and retention;
partners with diversity leaders
in units/ entities

Director of Equity Evaluation

Health Equity

FOCUS: Achieving optimal health across populations

Elisa C. Friedman, MS
Associate VP

Lourdes Estrada, PhD
Asst Dean

Murry and
Umeukeje

Etoi Garrison,
MD, PhD

Community
Health
Improvement

Health
Equity
Education

Health
Equity
Research

Equitable
Clinical
Outcomes

Community
Health Needs
Assessment

Health Equity
Certificate

Broader Health
Equity Education

Cross-Cutting: Capacity Building; Stakeholder Engagement; Metrics/Analytics; No Wrong Door

VUMC Racial Equity Plan

8 Thematic Areas

Establish Infrastructure to Combat Racism

Cultivate An Inclusive Environment, Free of Racism

Recruit and Retain A Diverse Workforce

Equitably Promote Economic and Career Advancement

Educate/Train a Workforce that seeks Equity

Recruit and Retain Diverse Students & Trainees

Cultivate Equity in Research & Conduct Health Equity Research

Equitably Deliver Health Care; Eliminate Racialized Medicine

@DrCHWilkins

I. ESTABLISH THE INFRASTRUCTURE NEEDED TO COMBAT STRUCTURAL RACISM

Rationale

Interviews with both institutional leaders and staff, review of literature, and peer institutional practices underscore the need for centralized structure with leadership, resources, budget, and accountability for racial equity.

Example from VUMC

Racial Equity Plan

Section I. Goal 3: Increase racial/ethnic diversity of the VUMC leadership.

Accountable: CEO/Dean and Chief Operating Officer

Proposed Actions

1. Implement strategies to increase the diversity of the VUMC Board.
Responsible: Board Chair/CEO
Metrics/Milestones: Set goals and share plan to achieve goals: Sep 2022
2. Implement strategies to increase the diversity of senior leadership.
Responsible: Chief HR Officer and Sr. Assoc Dean Faculty Affairs
Metrics/Milestones: Set goals and share plan to achieve goals: Sep 2022
3. Appoint a Vice Chair or Director of Diversity, Equity, and Inclusion in each academic department; provide protected time and resources for this role.
Responsible: Department Chairs
Metrics/Milestones: 100% of Academic Departments have appointed leaders: Jun 2023
4. Implement strategies to increase the diversity in staff leadership.
Responsible: Entity Leaders and/or Chief Business Officers
Metrics/Milestones: Set goals and share plans (suggested initial goal - increase underrepresented minorities in leadership by 10% in two years): Jan 2024

VUMC's Composite "Patient Equity Metric" includes 13 measures across 3 VUMC Pillars



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