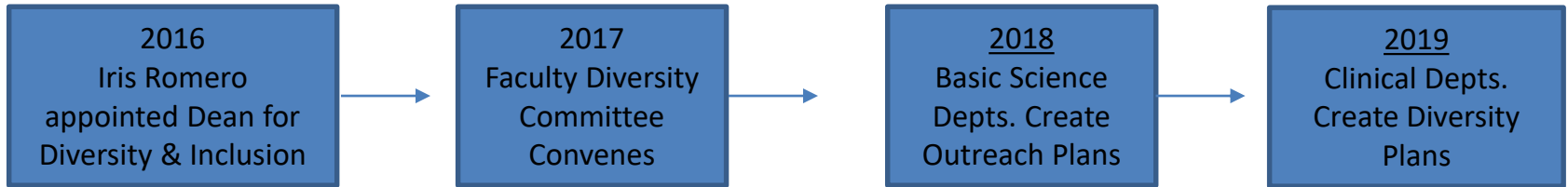


The Why?



- Department-level diversity plans are built to suit individual departments and be used to create a more robust and intentional D&I (Diversity & Inclusion) infrastructure within the BSD.
- Each clinical department to send a liaison who is, with the help of the Office of D&I, responsible for creating the department's D&I plan.
- While the department's D&I plan may be faculty driven, the plan focuses on the entirety of the department.

Strategic Areas

Overview of Action Items by Strategy Area

Continue building your D&I Plan by choosing one action in each strategy area.



Infrastructure

- State Your Commitment to Diversity
- Evaluate D&I Visibility
- Make a Timeline
- Get Informed About D&I at UChicago



Climate

- Build Inclusive Skills
- Connect to Networks
- Create a Welcoming Climate
- Practice Inclusive Pedagogy



People

- Hire and Admit Inclusively
- Mentor and Coach Individuals
- Promote Equitable Labor Practices
- Build and Maintain Pathways



Community

- Understand Cultural Context
- Support Local Businesses
- Reach Local Talent
- Value Chicago as an Asset

D&I Planning Toolkit - 4

- This four-tier framework was developed by the Provost's office
 - The strategy areas include:
 - Infrastructure
 - Climate
 - People
 - Community

Strategy Area 1: Infrastructure

Section 1: Infrastructure

- **Infrastructure** refers to foundational structures—communications, policies, procedures, and roles. These key components are essential to creating a system in which positive change can be made and sustained.

Section 1: Infrastructure

Infrastructure

1. Adopt a Diversity Statement for our department:

Diversity Statement

Commitment to Excel

The Department of Radiation and Cellular Oncology at the University of Chicago Medicine is inspired to create a community that is inclusive for everyone. Through celebrating our diversity, we are committed to advancing excellence in education, patient care and research.

2. Understand the current department composition

a. Dr. Weichselbaum has data

Strategy Area 2: People

Section 2: People

- **People** refers to creating a diversity and inclusive community comprised of people with different skills, identities, backgrounds, and experiences.

Section 2: People

1. Prioritize the recruitment and retention of faculty, students and staff within the department to include underrepresented people (Black/Hispanic).

a. Understand the barriers to recruitment in Radiation Oncology as outlined in the following articles:

<https://www.redjournal.org/content/podcast>

[https://www.advancesradonc.org/article/S2452-1094\(20\)30162-7/fulltext](https://www.advancesradonc.org/article/S2452-1094(20)30162-7/fulltext)

[https://www.redjournal.org/article/S0360-3016\(20\)31413-9/fulltext](https://www.redjournal.org/article/S0360-3016(20)31413-9/fulltext)

2. Promote Radiation Oncology as a career for medical students

a. Participate in the ASTRO Committee on Health Equity, Diversity and Inclusion for minority summer research students

<https://www.astro.org/Patient-Care-and-Research/Research/FundingOpportunities/ASTRO-Minority-Summer-Fellowship-Award>

b. Medical students outreach SOARS program

Personnel: Dr. Dan Golden, Dr. Yasmin Hasan

c. Participation in the Radiology summer expo

Strategy Area 3: Climate

Section 3: Climate

- **Climate** refers to the social environment we create and experience. Cultivating an inclusive climate is vital to building a community where all members have a sense of belonging and can participate fully in the life of the University.

Section 3: Climate

1. Share the results of the Climate survey, focusing on the results of harassment based on diversity:

<https://provost.uchicago.edu/sites/default/files/documents/reports/Spring2016ClimateSurveyReport.pdf>

2. Provide rationale and instructions for the use of gender pronouns in the department

a. Explain the use of pronouns at a departmental meeting

<https://www.cultureamp.com/blog/sharing-gender-pronouns-at-work>

b. Encourage faculty and residents to add gender pronouns to their signatures

3. Provide mentors for women Radiation Oncology Residents

Personnel: Dr. Hasan PD

Section 3: Climate

4. Promote anti-racism

- a. Distribute information to residents and faculty

<https://docs.google.com/document/d/1a-lzdtxOIWuzYNGqwlYwxMWADtZ6vJGCpKhtJHHrS54/mobilebasic>

- c. Create survey for topics of interest for faculty
- b. Invite an expert in anti-racist training to the residents and faculty for staff meeting

5. Increase awareness and education relating to diversity issues

- a. Have faculty and residents select one Zoom web conference from the University Diversity and Inclusion website per quarter to view with Radiation Oncology residents

<https://diversityandinclusion.uchicago.edu/>

6. Encourage inclusive pedagogy

<https://inclusivepedagogy.uchicago.edu/>

- a. Present techniques for inclusive pedagogy to faculty and residents at staff meeting.

Strategy Area 4: Community

Section 4: Community

- **Community** refers to building relationships with local and global partners. Our University, our city, and our networks will achieve more by learning and growing together.

Section 4: Community

3. Collate a list of activities that faculty are currently engaged in

Encourage at least 2 residents or faculty to participate in one outreach activity per year

<https://www.uchicagomedicine.org/cancer/education-outreach/community>

Give an internal “*Community Awareness*” award to each participant at the end of the academic year

Questions?