Diversity & Inclusion Plan
Department of Radiation and Cellular Oncology
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

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.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:

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-IzdtxOlWuzYNQwIYwxMWADtZ6vJGCpKhtJHHrS54/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?