

UW Medicine

UW SCHOOL
OF MEDICINE

Associate Professor or Professor (Without Tenure), Vice Chair for Justice, Equity, Diversity and Inclusion

Description

The Department of Family Medicine (DFM) at the University of Washington School of Medicine is committed to improving the health and well-being of individuals, families and communities through leadership in education, scholarship, and clinical care. We are committed to three core tenets: 1) ensuring high quality, rigorous, patient-centered education for students and residents; 2) maintaining an internationally recognizable research organization focused on increasing the quality, effectiveness, accessibility, and sustainability of primary care; and 3) providing compassionate, high caliber, evidence-based clinical patient care. The department is also committed to incorporating Diversity, Equity and Inclusion (DEI) into every aspect of our practice.

The DFM Vice Chair of Justice, Equity, Diversity, and Inclusion (JEDI) is a new position that aligns with the Department's values to foster and maintain an environment that works toward justice, equity, and inclusion for all, especially those from disadvantaged backgrounds and backgrounds underrepresented in medicine. More than a short-term project or single initiative, a comprehensive approach requires a fundamental transformation of the Department by embedding and practicing inclusivity in every aspect of education, research, and patient care. The Vice Chair of Justice, Equity, Diversity and Inclusion will strengthen the foundation for and lead these efforts, with the full support of the Chair of the Department of Family Medicine, which includes providing necessary resources and staff support to achieve desired objectives.

The full-time position will be on the regular teaching track with a faculty title of associate professor or professor without tenure (WOT) by reason of funding, reporting directly to the Chair of the Department of Family Medicine. The title is commensurate with experience and qualifications. This position has a 12-month (July 1 - June 30) service period and is based at the main campus in Seattle, WA. The expected start date is May 1, 2022, or soon thereafter.

The DFM intends to build a department of diverse faculty and staff who practice inclusivity and are all committed to the values of Justice, Equity, Diversity, and Inclusion through intentional recruitment efforts. In order to achieve these goals, we are seeking an expert in the field to help us identify our shortcomings and develop a strategy and plan to rectify them. We currently have an active DFM JEDI committee and a HEAR

(Health Equity Anti-Racism) committee in the Residency Program. The JEDI Committee is focused on updating our policies and procedures to be more inclusive in addition to providing funding for DEI trainings for faculty and staff. We are improving our hiring practices to account for biases and using checklists to ensure streamlined approaches to hiring with diversity and inclusion in mind. Still, the DFM has further aspirations to increase diversity among our faculty, learners and staff in order to better represent our community and the patients we serve.

GENERAL SUMMARY

The successful candidate will be a catalyst and a visible presence in the Department whose focus is creating and sustaining 1) an inclusive culture; 2) diversity in faculty, residents, students, and staff; and 3) equity and inclusion as part of all aspects of operations including creating equal opportunities for recognition and advancement for all employees.

Scope of Practice includes:

Equity—a value, a principle, and a goal: Fair treatment, access, opportunity, and advancement while striving to identify and eliminate barriers that prevent full participation

- Foster a workplace and learning environment free of stereotypes and unwarranted, avoidable, and unfair differences in opportunity, access, participation, relationship, and use of individual talents,
- Promote a high standard of health for all, with special attention to needs of those at greatest risk of poor health outcomes due to social determinants of health including those from disadvantaged backgrounds and those marginalized or oppressed in their respective communities.

Diversity—a spread of individual differences representative of whom we serve.

- Lead recruitment and retention of a diverse and representative group of faculty, residents, students, and staff.
- Serve a diverse patient population with cultural humility and safety.

Inclusion--active, intentional, ongoing engagement with diversity and equity.

- Create an environment in which all individuals and groups feel welcomed, respected, supported, valued, and encouraged to participate and bring their full, authentic selves to work and education.
- Foster a health care delivery system that authentically invites all patients in, consciously including and providing a sense of belonging and ability to achieve the best state of health they can.

FTE distribution can be negotiated with the DFM Chair. There will be 20% FTE devoted to JEDI leadership activities as Vice Chair of JEDI.

KEY RESPONSIBILITIES

Administration

- Serve in a leadership role (Chair, Co-Chair or Sponsor) on the JEDI committee within the Department of Family Medicine.
- Consult and maintain relationships with other UW entities focused on health equity and DEI such as the Residency HEAR Committee, the UW Office of HealthCare Equity, and the UW GMEC EDI Subcommittee.

Learning Environment

- In collaboration with faculty and staff, develop strategies and tactics for enhancing and promoting a diverse and inclusive community and learning environment, including leading relevant trainings, and organizing talks relevant to JEDI issues to further advance the knowledge of these issues for those in the department

Leadership

- Serve as a consultant to department leadership regarding recruitment, retention, promotion and mentorship of diverse faculty, students, and staff.
- Serve as a consultant to department leadership regarding conflict resolution and policy/procedure updates where there is concern about bias or problems with diversity and inclusion.

Strategic Direction

- Create a Department-wide strategy and plan with specific, actionable goals and metrics that align with our values and plans to improve justice, diversity, equity, and inclusion within the department
- Create a visible dashboard to ensure transparency with specific goals and metrics the DFM will be accountable to achieve

Partnership

- Partner with leadership, faculty, residents, and staff to ensure patient centered, equitable patient care for a diverse population.
- Connect the department of family medicine to groups within the University and broader community dedicated to improving Justice, Equity, Diversity, and Inclusion, and seek to partner on strategic initiatives to help the Department achieve its goals.

Operational Excellence and Quality

- Assist leadership in making the DFM a leader in diversity, equity, and inclusion and an educational model for other programs.

UW Family Medicine representation

- Represent the department at local, regional, and national levels, participating in professional organizations as needed, in partnership with the DFM leadership.
- Contribute to efforts that market UW as an educational institution.
- Foster relationships with local and national organizations for faculty development, dissemination of research, and accreditation.
- Celebrate successes, recognize excellence in performance, and communicate accomplishments to build pride.
- Help organize efforts to develop Department goals to increase a focus on community engagement with diverse and underserved populations and increase and maintain a focus on expanding health equity through research, education, administration, and community services.

Qualifications

- PhD, DO, MD, JD or other doctoral terminal degree (or foreign equivalent) in a relevant field

- Minimum of three (3) years experience:

- Promoting a collaborative climate that recognizes, celebrates, and supports diversity.
- Managing diverse team members and performance improvement efforts while achieving strategic objectives.
- Implementing equal employment opportunity/affirmative action principles and practices.

Application Instructions

Interested applicants can apply by submitting their CV, cover letter, contact information for at least two references, and a statement of past and planned contributions to diversity, equity, and inclusion (i.e., diversity statement) to

<https://apply.interfolio.com/98926>

Equal Employment Opportunity Statement

University of Washington is an affirmative action and equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex, sexual orientation, marital status, pregnancy, genetic information, gender identity or expression, age, disability, or protected veteran status.

Commitment to Diversity

The University of Washington is committed to building diversity among its faculty, librarian, staff, and student communities, and articulates that commitment in the UW

Diversity Blueprint (<http://www.washington.edu/diversity/diversity-blueprint/>). Additionally, the University's Faculty Code recognizes faculty efforts in research, teaching and/or service that address diversity and equal opportunity as important contributions to a faculty member's academic profile and responsibilities (<https://www.washington.edu/admin/rules/policies/FCG/FCCH24.html#2432>).

COVID-19 Vaccine Requirements and Information

Under Washington State Governor Inslee's [Proclamation 21-14.1](#), University of Washington (UW) workers must be fully vaccinated against COVID-19 and provide proof thereof, or receive a UW-approved medical or religious exemption. This requirement will be a condition of any offer associated with this recruitment. For more information, please visit <https://www.washington.edu/coronavirus/vaccination-requirement/>.