

# Associate Program Director for Diversity, Equity and Inclusion

## University of Washington Department of Family Medicine

### **ORGANIZATIONAL OVERVIEW**

The University of Washington Family Medicine Residency is a university-based residency program whose mission is to train and empower the next generation of family medicine leaders and educators to provide broad spectrum, team-based care in diverse communities and practice settings. We strive to understand social and historical constructs that contribute to institutional racism and to build skills to dismantle or enhance structures to achieve health equity. By harnessing the revolutionary power of family medicine, we work to create a healthcare system that centers on marginalized communities, thereby meeting and exceeding the needs of all people.

The Associate Program Director for Diversity, Equity, and Inclusion (DEI) will help UWFMR and the DFM practice inclusive excellence. More than a short-term project or single initiative, a comprehensive approach requires a fundamental transformation of the residency by embedding and practicing inclusivity in every educational and patient care effort.

### **GENERAL SUMMARY**

The Associate Program Director for Diversity, Equity and Inclusion will be a catalyst and a visible presence in the Residency and the Department of Family Medicine whose focus is creating and sustaining 1) an inclusive culture, 2) a diverse family medicine residency of faculty, residents, and staff, and 3) equity and inclusion as part of all aspects of residency operations. This position will also support overall Department of Family Medicine (DFM) DEI goals.

Scope includes:

- Equity — a value, principle and 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 based on social conditions and marginalized or oppressed positionality.
- Diversity — a spread of individual differences representative of who we serve.
  - Lead recruitment and retention of a diverse and representative group of faculty, residents 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 any individual or group feels welcomed,

respected, supported, valued, and encouraged to participate and bring their full, authentic selves to work and education.

- Foster a care system that authentically invites all patients in, consciously including and providing a sense of belonging and ability to achieve the best health they can.

Approximate distribution of FTE:

Direct patient care (40 - 50%)

Resident Precepting (10-20%)

Teaching and Administration (30-50%)

*FTE distribution will depend on specific roles and will be negotiated with the DFM Chair*

## **KEY RESPONSIBILITIES**

Curricular Development and Administration

- In collaboration with the Program Director and the residency Health Equity and Anti-Racism (HEAR) Committee, develop and implement strategies designed to enhance and promote a diverse and inclusive community throughout the residency.
- Refine and lead curricular efforts to train every family medicine resident, staff, and faculty member to be a role model, educator, and leader in transforming health care to achieve health equity.
- Maintain relationships with other UW entities interested in health equity and DEI such as the DFM Justice Equity Diversity Inclusion (JEDI) Committee, UW Office of HealthCare Equity, UW GMEC EDI Subcommittee.
- Participate in assuring residency compliance with UW Medicine, UW Office of GME, UWNC and ACGME policies.

## **Physician Leadership**

- Serve as a leader in the residency and DFM to recruit/mentor/promote URM faculty, residents, and students.
- Train future family physicians to practice in a high-quality, sustainable, evidence-based fashion.
- Foster an academic environment within the organization, adding to quality goals and staff satisfaction.

## **Strategic Direction**

- Review strategic plans for the residency program with particular emphasis on diversity, equity and inclusion.
- Be aware of operational issues, progress on implementation of strategies, and concerns and successes of frontline staff; be able to assist program director in communicating and advising on these issues.

## **Partnership**

- Partner with Program Director, faculty, residents and staff to ensure patient centered,

equitable patient care for a diverse population

### **Professional Development**

- Participate in leadership development activities such as UW GME Program Director series, WWAMI FMRN director development, NIPDD as able and needed.

### **Operational Excellence and Quality**

- Assist the residency Program Director in ensuring the program meets accreditation requirements of the American Board of Family Medicine and the Accreditation Council for Graduate Medical Education (ACGME).
- Assist the residency Program Director in making UWFMR a leader in diversity, equity and inclusion and an educational model for other residency programs.
- Lead adoption and implementation of evidence based clinical practices, particularly as they relate to health equity.
- Actively support and participate in clinical care delivery decision-making to ensure clinical care meets the highest standards of quality and cost-effectiveness.
- Participation in selection, orientation, supervision, and evaluation of residents.

### **Financial Stewardship**

- Assist Program Director in oversight of residency operations with a focus on innovative and integrated strategies for optimal financial performance.

### **UW Family Medicine Residency representation**

- Represent the residency at local, regional and national levels, participating in professional organizations as needed, in partnership with the Program Director.
- Contribute to efforts that market UW as an educational institution.
- Represent the residency as part of UW Department of Family Medicine's commitment as a socially responsible, anti-racist organization.
- Foster relationships with local and national organizations for faculty development, dissemination of research, and accreditation.
- Actively promote UW as the best place to practice and receive care.
- Translate and communicate our vision to residents and staff.
- Celebrate successes, recognize excellence in performance, and communicate accomplishments to build pride.

Application instructions: Applicants should apply with a letter of interest, curriculum vitae, and contact information for at least two references via this link [apply.interfolio.com/75086](https://apply.interfolio.com/75086) Informal inquiries can be sent to Dave Evans at [evansd9@uw.edu](mailto:evansd9@uw.edu)

### **JOB SPECIFICATIONS**

Education: Medical degree plus completion of an ACGME approved family medicine residency.

#### **Knowledge/Skills/Experience**

Minimum: Two years full-time professional activity in family practice. Teaching experience in a family medicine residency. Experience with promoting a collaborative climate that recognizes, celebrates, and supports diversity. Familiarity with the Residency Review Committee requirements of the ACGME and American Board of Family Medicine policies and procedures related to residency

training.

Preferred: Proven ability to manage diverse team members and performance improvement efforts while achieving strategic objectives. Demonstrated knowledge of equal employment opportunity/affirmative action principles and practices. Prior experience as a core residency faculty member with leadership or involvement in diversity efforts. Experience with budget supervision, curriculum development and supervising staff.

**Certifications/Licenses**

Must be eligible for unrestricted license as a health care provider in the state of Washington, credentialing by UW Medicine, board certified by ABFM or other appropriate certifying agency.