

Practical Approaches to Strengthening Equity and Inclusion within Your Department

Michael H. Wall, M.D., F.C.C.M
JJ Buckley Professor and Chairman
Department of Anesthesiology
University of Minnesota



The Minnesota Approach

- Why do this at all?
- Leadership development
- Role models
- “Active inclusion”
- Next steps
- *I have no disclosures or conflicts of interest*



Why do this at all?

- It is the “right thing to do”
- Diverse committees function better and make better decisions
- Diverse boards and companies perform better
- One of the goals of our land grant university is to:
 - “Have the students, faculty and staff at least represent the diversity of our state...”



Leadership Development

- Our first step was forming a Diversity Committee
 - 5 years ago we had no organized program
 - We had to start somewhere....
 - We started with all Professor and Associate Professor female faculty
 - We focused mainly on male/female diversity as our department is 50% female and 50% male, so we called it the “Women in Leadership Committee”
 - Tasked with identifying and selecting more diverse people for roles within and outside of the department



Leadership Development

- UoM’s “Leadership Academy”
 - 1 year long “mini MBA/MHA”
 - Each department can have 1 faculty per year participate
 - The Diversity Committee helps pick person every year and we alternate women and men
- ASA’s Executive Physician Leadership Program
 - We send 2 faculty per year
 - Diversity Committee helps pick one male and one female per year



Role Models

- Grand Rounds
 - 50% of speakers every year are women and 50% are men
- Visiting professors
 - 50% of speakers every year are men and 50% are women



Role Models

- Women in Leadership Program
 - We invite all the Female VP to participate in our WIL program (~4 per year)
 - Dinner at faculties home
 - Invite all female faculty, fellows, residents and medical students (on rotation)
 - Some have had facilitators, some more "loose"
 - Well received



Active Inclusion

- Annual Van Bergen Lecture
 - Alternate women and men every other year
 - Women giving this lecture also do the WIL program (above)
 - It is a busy few days!



Active Inclusion

- Departmental Committees
 - Strive for 50/50 mix of members and committee chairs
- Medical School, Hospital, System and University Committees
 - We actively reach out, recruit and personally encourage participation



Active Inclusion

- ABA Applied (Oral Board) Examiners and committees
 - We nominate 50% men and 50% women
- AUA/ACA etc nominations
 - We nominate or alternate 50% women and 50% men
- Societies
 - We actively reach out and personally encourage participation



Next Steps

- Diversity Committee
 - Now that we are more ethnically diverse we probably need to change the make up of our committee
- "Women in Leadership"
 - This has been popular at the UoM, and we know there is a problem with women in academic medicine
 - However, maybe we need to make this more inclusive too?
 - Maybe it is "Diversity in Leadership" Program??

