

Entering the Program

- A. Minimize potential for structural and interpersonal bias in order to increase diversity & inclusion of underrepresented physicians
- B. Increase preparedness of residents & faculty to enter anti-bias discourse and serve as active allies and advocates
- C. Increase diversity in applicant pool and transparency and participation in hiring process
- D. Leverage communication channels to promote commitment to diversity, inclusion and anti-bias in program
- E. Integrate PEACE efforts into all aspects of recruitment, hiring & onboarding processes

Experiencing the Program

- A. Increase learning opportunities to develop teaching and supervision skills throughout residency
- B. Revise evaluation methods to promote opportunities for growth and accountability
- C. Leverage advising relationship to increase accountability and opportunities for mentorship
- D. Enhance individual accountability for engaging in effective communication
- E. Cultivate faculty skills for effective evaluation, feedback, and mentorship
- F. Promote authority of staff in order to maximize efficiency in decision-making and promote mutual respect and appreciation
- G. Instill anti-bias and anti-oppression discourse and action throughout the residency experience and training

Education in the Program

- A. Increase access and engagement with formal tools for preparing residents as teachers, mentors, and allies
- B. Streamline evaluations in order to align with required milestones and decrease subjective assessments
- C. Ground advising in the professional and personal goals of each learner
- D. Establish a shared agreement & accountability to engage with communication channels
- E. Create sustainable learning opportunities to explore anti-racism and anti-bias in medical practice
- F. Engage 80% of faculty in at least 5 FD training opportunities in year 2019-2020
- G. Decrease rates of requests for late schedule changes and other policy violations

Enrichment in the Program

- A. Empower CEDAWG Chiefs to decrease risk of minority tax and stress
- B. Cultivate strengths-based approach to providing feedback to residents
- C. Leverage advising relationship to promote resident-centered & driven learning
- D. Promote positive reinforcement in learning experiences and spaces
- E. Promote PEACE efforts as component of wellness and self-care in program
- F. Create culture of actively anti-racist allyship among faculty

Exiting the Program

- A. Leverage feedback from residents & alumni to make enhancements to the program experience
- B. Renew connection between the program and alumni with diverse backgrounds
- C. Engage in anti-bias dialogue with other faculty and leaders on regional and national levels
- D. Increase learning opportunities to develop skills, confidence and readiness to enter family medicine career