**Purpose**
To advance the compassionate social justice goals of the Santa Rosa Family Medicine Residency Program by integrating anti-bias and anti-oppression discourse and practice into all aspects of engagement in the program.

**Vision**
To lead the nation in developing anti-racist, anti-oppression allies and advocates in family medicine.

**Goals**
- Increase efficacy and visibility of diversity, equity, inclusion & anti-bias efforts in SRFMR program
- Enhance evaluation processes to promote inclusion and learning
- Promote accountability and compassionate collaboration among faculty, residents & staff
- Identify and eliminate sources of bias and microaggressions in order to promote cohesion and well-being
- Equip residents, faculty & staff to maintain PEACE efforts beyond scope of consultation

**Stages of PEACE**
- **Entering the Program**
  - Recruitment-onboarding, creating a culture of inclusion
- **Experiencing the Program**
  - Navigating the program, relationships, personal & professional development
- **Education in the Program**
  - Formal & informal curriculum and evaluation
- **Enrichment in the Program**
  - Wellness, self-care, & community engagement
- **Exiting the Program**
  - Evaluation, alumni network & national presence