

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