



## **FACULTY CONTRIBUTIONS TO DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY IN THE ASSESSMENT FOR PROMOTION\***

At NYU Langone Hospitals, NYU Grossman School of Medicine, NYU Long Island School of Medicine and NYU Langone Health (collectively referred to as “NYU Langone”), the core value of diversity is fundamental to our mission to SERVE, to TEACH and to DISCOVER. We celebrate the inclusive excellence that is found in the contribution of the diverse identities, communities and roles that make us a world-class institution in patient care, education and research (“tripartite missions”). We strive to be a place where our exceptionally talented faculty, staff and students of all identities can thrive.

We are committed to the recognition of education, clinical activities, research and service that support and promote diversity, equity, inclusion and accessibility (DEIA) at our institution during the promotion review process.

The NYU Grossman School of Medicine CV template was modified by the addition of a field which allows the highlighting of DEIA contributions. Academic contributions should also be emphasized in each relevant mission area, but this specific field aggregates DEIA contributions in teaching, research, clinical care and/or service and engagement in and with communities. Examples include health equity research, DEIA curriculum development, mentoring of diverse students, trainees, residents and faculty, clinical activities supporting diverse patient populations, and service to and engagement with communities and community-based organizations serving diverse populations. These contributions are regarded in the same manner as other faculty achievements in the domains of research, clinical activities, education and service. Scholarship or impactful activities in the DEI domain will be highly recognized in the promotion review process.

Examples of contributions are listed below (not meant as an all-inclusive list):

### **EDUCATION**

- Development of programs, curriculum and activities which increases diversity, equity and inclusion with evidence of dissemination and sustainability
- Development of curriculum on health disparities, health equity and/or the social determinants of health
- Development of DEIA-related in-service activities, simulations and objective structured clinical examinations
- Development of best practices for recruitment of underrepresented in medicine and science faculty, students, and staff
- Development of programs to improve mentorship skills of existing mentors that would foster and/or strengthen inclusiveness and tailored mentoring approaches
- Training of others in implicit (unconscious) bias
- Development of pathway (pipeline) programs
- Development of health promotion and prevention curriculum and materials for medically underserved populations
- Teaching or mentoring high school or undergraduate students from racial/ethnic/sexual orientation/gender identity/disability backgrounds historically underrepresented in medicine and science with the goal of enhancing the diversity of the future pool of medical and graduate school applicants and future students

## **CLINICAL**

- Development or leadership of a community health program or community-clinical linkage models for underserved populations
- Development of clinical programs promoting health equity
- Increase integration of DEI strategies to enhance health care delivery and outcomes for all populations
- Development and dissemination of materials which improve health literacy, healthcare access, and health promotion among medically underserved populations
- Support recruitment and training of clinicians and other clinical providers who are representative of the populations served by NYU Langone
- Supporting outreach or education programs to reach medically-underserved populations

## **RESEARCH**

- Independent investigator-initiated funding and publications related to health equity, health disparities, diversity and inclusion
- Mentorship of underrepresented in medicine and science faculty and trainees in research grants submissions, research projects, and associated publications
- Successful diversity supplements on NIH grants
- Ensure adequate representation of diverse medically-underserved patient populations in clinical trials and other research studies
- Development or leadership of community health programs, interventions, or evidence-based strategies to improve health disparities

## **SERVICE/OTHER**

- Evidence of national reputation for DEI work
- Participation on committees or recruitment events that support recruitment, retention of underrepresented in medicine and science faculty, students, and staff
- Participation in mentoring efforts which support underrepresented in medicine and science faculty, students, and staff
- Mentorship and supervision of underrepresented in medicine and science graduate and medical students, trainees, residents and faculty
- Guidance of underrepresented in medicine and science graduate and medical students, trainees, and faculty through informal mechanisms such as roundtable discussions
- Service as an advisor to NYU research and educational programs that support aspiring youth in underrepresented in medicine and science communities
- Honors, awards and recognition from local or national groups or societies focused on DEI and/or health professional or scientific associations or meetings, presentation of papers, and invitations to give talks related to DEI, health disparities and equity, and/or community engagement
- Service to and engagement with medically-underserved communities
- Participation at career day activities at minority-serving institutions and schools (MSI)



\*This document has been reviewed and endorsed by the NYUGSOM Faculty Council on December 5, 2022.