



The 2020 Initiative



Bringing an intentional approach to diversity, inclusion and health equity

DFMCH Diversity, Equity and Inclusion Committee Update


State of the Department
April 20, 2016

Members

- Christine Athmann
- Shiva Bidar-Sielaff
- Angela Black
- Jennifer Edgoose
- Mary Fendry
- Kjersti Knox
- Robin Lankton
- Manuel Santiago
- Kacia Steveson
- Lea Veltum

https://inside.fammed.wisc.edu/2020-diversity-initiative

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Have a question about the DFMCH 2020 Diversity, Equity and Inclusion Initiative?
Please contact ✉ [Jennifer Edgoose, MD](#).

PHASE 2: ACTION (March 2015-present)

Creation of the Diversity, Equity and Inclusion Committee

Our mission: DFMCH's Diversity, Equity and Inclusion Committee exists to promote health equity, diversity and inclusion, and to advise on processes related to recruitment and retention of diverse learners, faculty and staff.

Strategic framework

PHASE 2: ACTION (March 2015-present)

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Our mission: DFMCH's Diversity, Equity and Inclusion Committee exists to promote health equity, diversity and inclusion, and to advise on processes for recruitment and retention of diverse learners, faculty and staff.

We Believe That:

- **Social identities** such as race, ethnicity, gender, and others are social constructs embedded within a context of unequal power relationships that privilege the privileged groups to benefit at the expense of marginalized groups
- **Equity** assures justice and fairness for all by addressing systemic biases, policies and practices, and assures that health equity drives the culture and actions of the Department.
- **Inclusive practices** assure that dominant and privileged voices are decentralized to create full and equal participation and access for all groups
- **Bringing a healing attention** first to our own privileges and unconscious biases allows us to mindfully engage in equity and inclusion work while serving equity and inclusion leaders for the department

Our vision is framed around the acronym TRUST.



- Diversity, Equity and Inclusion Committee Charter
- Diversity, Equity and Inclusion Committee Strategic Framework
- Goal Prioritization Worksheet

Coming soon

*It starts with me: Conversations
about identity, privilege and
intersectionality*

White Anti-Racism Collective

Groundwork



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