

Director of Diversity, Equity & Inclusion
Department of Anesthesiology and Perioperative Medicine

Reports to:	Department Chair
Allocated administrative time:	0.1 FTE
Responsible for direct supervision of:	N/A
Represents service/unit on committees:	APOM Diversity Action Team / Anti-Racism Task Force APOM Senior Leadership Meeting Resident Selection Committee
Authors/reviews departmental policies:	Annual DEI Report

Purpose/function of role:

The Director of Diversity, Equity, and Inclusion is a member of the APOM Senior Leadership Team and guides department leadership in fulfilling their commitment to create an environment where diversity thrives among faculty, staff, and learners.

Responsibilities include, but are not limited to:

- Engage in departmental strategic planning efforts, including setting recruitment goals and developing recruitment and retention strategies that align with principles of diversity, equity, inclusion (DEI), and anti-racism efforts.
- Develop annual departmental Diversity Action Plan (DAP) in alignment with the School of Medicine and OHSU DAPs. Review employee engagement survey results, recruitment and retention data and other relevant sources to identify priorities. Oversee implementation and evaluation of the plan, and prepare annual report to the School of Medicine.
- Collaborates with APOM Chair and Vice Chairs on departmental decisions, practices, policies, and procedures related to DEI.
- Collaborates with institutional DEI leaders and support OHSU’s efforts to become an anti-racist, multicultural institution.
- Provide mentorship to other faculty members; facilitate and monitor faculty development related to DEI.
- Support anti-racism efforts and ensure an equitable and inclusive environment for all patients and health care workers.
- Identifies gaps and opportunities to improve DEI.
- Identifies potential unintended negative impact of proposed policies on DEI.
- Contribute to departmental communications (e.g. newsletters, website, social media)

Requirements include, but are not limited to:

- Have faculty experience, possess organizational and administrative qualifications, and have the ability to function effectively within institutional governance.
- Demonstrates leadership, integrity, excellent communication skills, and professionalism in interactions with colleagues in the department and across the institution.
- Experience with working with marginalized communities, racialized communities, systems impacted communities or experience with practice/research/collaboration that aligns with DEI-anti-racism within clinical settings.