

## **Vice Chair for Diversity, Equity, and Inclusion**

### **Yale School of Medicine**

The Department of Surgery at Yale School of Medicine is seeking an outstanding candidate to serve as its inaugural Vice Chair for Diversity, Equity, and Inclusion.

The Department is committed to creating a nurturing climate that is welcoming and supportive for faculty and trainees at all levels. We believe that diversity strengthens our education, research, and clinical efforts. This is an exciting and unique opportunity to lead efforts for outreach, mentorship, research, and development of DEI activities across the Department's clinical, research and education enterprises. The inaugural Vice Chair for DEI will be charged with elevating a strategic vision for expansion of DEI activities. The selected candidate will work in coordination with Vice Chairs, Division Chiefs, and Program Directors from the Department of Surgery to actively promote a comprehensive approach to recruitment, retention, and support of highly qualified, diverse, and talented faculty, staff, residents, and fellows.

Responsibilities for the Vice Chair for DEI include:

- Chair the Department of Surgery Diversity Committee that includes trainees, faculty, and staff.,
- Determine objectives to focus the vision of the committee and its subcommittees.
- Lead the committee in developing a strategic plan to enhance diversity, equity and inclusion efforts.
- Oversee the Action Plan of the Diversity Committee.
- Oversee data collection and analysis with regular reporting to Faculty, Staff and Chair regarding goals achieved.
- Ensure that the Department's goals in the broad areas of DEI coincide with and support those of the University.
- Oversee and promote a structured mentoring program for underrepresented trainees and faculty.
- Assess the Department's past successes and challenges in recruiting diverse faculty, and work to effect outreach strategies aimed at recruitment of candidates from underrepresented backgrounds.
- Work with Surgery Residency and Fellowship Program Directors to promote an inclusive learning environment for underrepresented trainees, and work to ensure that evaluation systems are unbiased and promote advancement of Underrepresented in Medicine trainees.

Qualifications for the position include:

- Demonstrated experience with and commitment to advancing diversity, equity and inclusion within an academic medical center.
- Evidence of strong history of bridge building, mentorship, sponsorship, and understanding of the unique needs of historically underrepresented and/or marginalized groups.
- The ideal candidate will have an MD, a PhD, or an MD/PhD, and demonstrate evidence of prior academic investigation related to DEI, or other funded research.

*This position is available immediately and will remain open until filled. Yale University is an equal opportunity, affirmative action employer. Women, minorities, individuals with disabilities, and protected veterans are encouraged to apply.*

*Interested applicants should submit their curriculum vitae and cover letters to Jay Torio, Senior Director, Department of Academics, via email at [Jay.Torio@merrithawkins.com](mailto:Jay.Torio@merrithawkins.com). Additionally, they will need to submit formal applications via the following Yale Interfolio link:*