



# The Opportunity

**Graduate Medical Education Director of Diversity, Equity and Inclusion/Associate Designated Institutional Official for Yale New Haven Hospital and Yale University School of Medicine**

**Vice Chair for Diversity, Equity and Inclusion for the Department of Internal Medicine**

Yale School of Medicine and the Department of Internal Medicine is seeking an outstanding leader to be the Graduate Medical Education Director of Diversity, Equity, and Inclusion; Associate Designated Institutional Official. The successful candidate will also serve as the Vice Chair for Diversity, Equity, and Inclusion for the Department of Internal Medicine.

Yale New Haven Hospital and Yale School of Medicine Graduate Medical Education (GME) is led by the Sr. Associate Dean and Director of Graduate Medical Education who also serves as the Designated Institutional Official. The GME leadership team includes four additional directors representing the areas of Medical Education, Wellness & Wellbeing, Quality & Safety, and Diversity, Equity & Inclusion (DEI).

The GME Director of DEI reports to the GME Sr. Associate Dean. The GME Director of DEI works very closely with all GME Directors and the leadership of all training programs to form collaborative relationships to address the needs pertaining to DEI. They lead the development and implementation of proactive diversity, equity, and inclusion initiatives in support of the YNHH and YSM's strategic plans to create a learning and working environment with a strong sense of belonging and equitable opportunity to succeed.

The GME Director of DEI serves as faculty advisor to house-staff led organizations such as the Diversity Council and Minority Housestaff Organization. The GME Director of DEI actively engages trainees, faculty and staff in initiatives that align with the mission and vision of the organization. To this end, the GME Director of DEI represents GME throughout the institution and works closely with the YSM Deputy Dean of Diversity Office and the YNHH Diversity Office. This leader is also expected to serve on DEI related committees throughout the institution.

## **GME DIRECTOR OF DEI RESPONSIBILITIES INCLUDE**

- Provides vision, leadership, and counsel on matters of diversity initiatives; strategic planning; training, education, and research; community relations; policy development; campus climate issues; communications; and implementation of high-impact efforts that safeguard diversity, equity, inclusion, and mutual respect for all students, faculty, and staff
- Serves as a strategic partner to senior administrators and campus leaders to support diversity, equity, and inclusion efforts in their areas. The GME DEI Director is a point person for training program leadership, raising the visibility of the institution's diversity efforts; clarifying goals and assessing progress; and providing expertise on issues of equity, diversity, and inclusion

# Opportunity

- Collaborates with colleagues across GME to achieve representational diversity in recruitment goals in the appropriate regional and national markets, and to contribute to advancing diversity in enrollment management efforts and outreach events accordingly
- Works closely with DEI committees, including YSM student committees, hiring committees, and MHO/ Diversity Committee to advance diversity and equity to promote an inclusive climate
- Facilitates and develops professional development and training opportunities to promote diversity awareness and advocacy for the housestaff and collaborates with YSM and YNHH DEI leaders on DEI development of faculty and staff
- Collaborates with Human Resources to implement reporting mechanisms and ensure compliance with institutional policies, and diversity strategies to enhance recruitment and retention of a diverse workforce
- Engages with communities where YNHH resides and beyond to foster engagement, build mutually beneficial partnerships, and create synergy. Leverages resources, insight, know-how, relationships, and data to ensure involvement, support, and success for initiatives and programs
- Works collaboratively with internal constituents across the YSM and YNHH to assess, report, and make recommendations on climate and diversity metrics. Conducts Climate Surveys, analyzes results, makes recommendations for action
- Listens to and gives voice to emergent issues of equity, diversity, and inclusion within the institution and local community, and nationally as it affects the institution

The Department of Internal Medicine 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 Vice Chair for DEI will be charged with elevating a strategic vision for expansion of DEI activities. The selected candidate will oversee the Office of DEI for the Department, chair the DEI Committee, and work in coordination with Vice Chairs, Division Chiefs, and Program Directors from the Department of Internal Medicine to actively promote a comprehensive approach to recruitment, retention, and support of highly qualified, diverse, and talented faculty, staff, residents, and fellows.

## VICE CHAIR FOR DEI RESPONSIBILITIES INCLUDE

- Chair the Department of Internal Medicine Diversity Committee that includes trainees, faculty, and staff, who meet every 2-3 months. Determine the calendar year and objectives to focus the vision of the committee and its subcommittees
- Lead the committee in development of strategic planning for diversity, equity and inclusion goals and regularly report back to the Chair regarding these initiatives
- Oversee the Action Plan of the Diversity Committee including tracking progress on goals, ensuring accountability for follow through on action plans and, ultimately, facilitating the Department to make progress on their goals of Diversity, Equity and Inclusion. This would require data collection and analysis with regular reporting to Faculty, Staff and Chair regarding deficits and achievement of goals

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- Ensure that the Department's goals of diversity, equity and inclusion embrace the strategic goals of the University's broad definition of diversity
- Promote the representation of members on the DEI Committee to also participate in campus diversity committees by serving on some of these committees as appropriate and feasible
- Ensure structured mentoring and equality in advancement for underrepresented trainees and faculty
- Assess the Department's past successes and challenges in recruiting diverse faculty and work to recommend effective strategies for outreach and recruitment of candidates from underrepresented backgrounds
- Work with 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 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
- Successful track record and experience in a graduate medical education leadership role

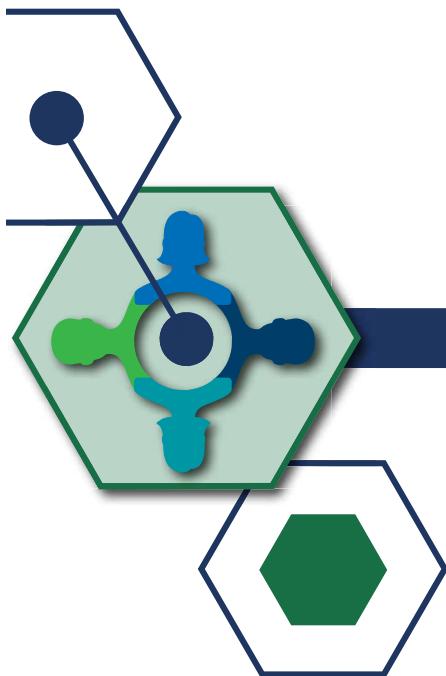
*This position is available immediately and will remain open until filled.*

*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, Regional Vice President, Department of Academics, via email at [jay.torio@merrithawkins.com](mailto:jay.torio@merrithawkins.com). Additionally, a formal application will need to be submitted via [this Yale interfolio link](#).

## Interested Applicants



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