**Equity Diversity & Inclusion (EDI) Documentation in Pediatrics**

**Purpose:** to provide a proposed structure for responses to the EDI component of faculty annual report in Pediatrics and provide guidance for listing EDI activities in faculty CVs and promotion packets.

**Components**: EDI work can be considered as effort undertaken in a number of focus areas, including but not restricted to:

**1) Teaching and Education**

* + Providing support, education, and/or training at institutions, clinics, and education systems that focus on service to, from and by diverse populations
	+ Designing courses or curricula that meet the needs of under-represented minority (URM), diverse, and/or educationally or socioeconomically disadvantaged students, trainees, staff or faculty, or those with different learning styles or learning disabilities
	+ Designing conferences/curricula or teaching/speaking in courses or conferences with the aim of increasing awareness around implicit bias and EDI issues as they impact health care delivery, outcomes, and research
	+ Mentorship, advising, coaching, tutoring, or support to URM students at all levels, trainees, faculty, and staff
	+ Designing or participating in QI or MOC activity that intends to address health care disparities and/or health equity
	+ Participating in pipeline activities designed to improve URM representation in allied health professions
	+ Engaging in recruitment of URM and/or educationally or socioeconomically disadvantaged students or trainees
	+ Diversifying faculty of a course or conference

**2) Research and Scholarship**

* + Documenting and describing participation of women and/or URM in allied health professions
	+ Exploring barriers to participation and advancement of women and URM in fields where they are underrepresented
	+ Exploring social determinants of health
	+ Conducting health equity research
	+ Supporting the development of policies that increase diversity in research participants
	+ Engaging in community-partnered research
	+ Diversifying members of a research group or lab

**3) Professional activity**

* + Clinical work related to EDI or health equity
	+ Participation in academic preparation, implicit bias training, conferences and educational activities focused on EDI
	+ Participation in recruitment and retention activities focusing on URM staff, faculty, and/or students
	+ Advisor/mentor to URM staff/faculty/committee or project

**4) Other service**

* + Organization and/or participation in events and forums that address the concerns of women and URM in allied health professions
	+ Advocacy at division, department, university, or professional organization level for EDI efforts in the following activities: faculty recruitment, retention, professional development, health equity research and projects
	+ Ensuring that professional organizations have broad representation in membership and leadership and are engaged in EDI efforts
	+ Engaging with community organizations that focus on EDI, health equity, and/or anti-racism efforts