

MEHP ADEI Scope of Work

February 2024

The scope of MEHP's ADEI work was initially envisioned broadly to include issues relevant to both the personal identities of MEHP members and their professional roles, including as faculty or staff. This approach sought to recognize that professional issues can raise equity concerns and impact the department's climate. Over time, however, it has become clear that this broad scope can raise challenges regarding the overlap between ADEI, human resources, and faculty professionalism domains.

To clarify this overlap, MEHP's ADEI co-chairs (alongside the ADEI committee, as appropriate) will be responsible for responding to ADEI issues related to personal identity, including race, ethnicity, national origin, language, religion, gender, gender identity, age, disability, physical appearance, sexual orientation, marital status, parenting status, socioeconomic status, veteran status, and political orientation. However, the scope of their work will not include professionalism issues that arise among faculty, staff, or trainees or issues related to salaries and professional advancement, *unless these are directly connected to personal identity*.

For example, if a member of the department is concerned about how they or others are being treated in the workplace, but the concerning treatment is not related to any aspect of personal identity, the concern should be raised with their direct supervisor, the administrative director for the Division of Health Policy (currently Joelle Friedman) or the Director of Fiscal Operations (currently Amy Ashbridge), the department's faculty professionalism lead (currently Dominic Sisti), their division chief, the department chair, HR (for staff issues), and/or the Basic Science Professionalism Committee or the Office of Academic Affairs (for faculty professionalism issues). The same approach should be used if a member of the department is concerned about pay adequacy, pay disparities, or approaches to professional advancement, again in the absence of a specific connection to personal identity.

In contrast, if there is a concern about any issue relevant to personal identity, the ADEI co-chairs (alongside the ADEI committee, as appropriate) can help navigate an appropriate response. That response will typically include engaging the individuals and offices noted above, but the ADEI co-chairs can serve as a first point of contact.

The ADEI co-chairs work to promote a strong departmental culture and climate around ADEI, with a focus on dismantling racism, promoting diversity, and advancing equity and inclusion by avoiding bias and discrimination and making room for and supporting diverse voices. We can best achieve these ADEI goals by centering issues related to personal identity, while relying on department leadership and other PSOM and university resources to address broader professional issues.