

## **Vice Chair for Faculty Development and DEI**

The Vice Chair of Diversity, Equity, and Inclusion will advance a positive and equitable work climate that supports our faculty's growth, development, and wellbeing. They will work with faculty and staff to develop DEI initiatives that advance innovative clinical care, education, exceptional research productivity, and effective advocacy for our patients and families. The role works closely with the Chair, other Vice Chairs, divisional and institutional leadership. Our collective success depends on exchange of ideas which means it is essential that all members of the faculty feel secure, included and welcomed and that all contributions are respected and all voices are heard. These principles are integrated into everything we do.

Responsibilities include:

1. Provide a Vision and Champion the Department of Pediatrics Strategic Plan related to Faculty Recruitment, Retention and Academic Success with attention to DEI
  - Work closely with Department leadership to identify diverse candidates and address bias in the screening and selection process
2. Develop and oversee Divisional DEI Team Leaders charged with
  - Recruiting and retaining a workforce that reflects our highly diverse patient population
  - Promoting a learning and training culture of inclusion so individuals can authentically express who they are, be appreciated for their differences, to achieve their highest potential
  - Advance education, clinical care, and research on issues of health equity, racism, and structural competence and
  - Advise outreach and development of community partnerships to meet the healthcare needs of potentially vulnerable populations seeking pediatric care
3. Meet individually with Department Division Leaders to solicit ideas and work on implementation of DEI initiatives, including training
4. Provide resources for mentorship in DEI scholarship, which is a collaborative effort of the Chair, the Division Chairs and Vice Chairs of Research and Education.
5. Develop and establish Departmental measurable DEI goals for establishing and tracking results
6. Facilitate various external and internal career development and enrichment opportunities and resources, e.g., leadership training, career workshops and seminars on professional development in DEI, working with the Vice Chair of Faculty Development.
7. Represent the Department on the VCUHS Executive Diversity Office and support and contribute to education, clinical care and research and other initiatives in the Office of Diversity Affairs