

JEDI Taskforce Mission and Reporting

Updated 7/11/2020

Justice
Equality and Engagement
Diversity
Inclusion

Taskforce started July 2019

Mission

- Address the need to internalize the concepts of diversity and inclusion into the policies, programs, and strategies at FMRI
- Reduce biases and increase inclusivity through education and facilitated discussion with FMRI-Boise residents and faculty
- Increase diversity and inclusion awareness in residency recruitment and provide relevant feedback to FMRI-Boise leadership
- Facilitate a resident reporting process and mechanism to address incidents related to bias, injustice, or discrimination that occur within residency training experiences

Curriculum

-Advocate

-Educate

-Awareness of Implicit Bias

-Addressing healthcare inequities

-Race in Medicine

-Health Equity Rounds

-ACMEC rotating series

(residents involved in the committee will complete a yearly ACMEC related to this topic)

-Research (health disparities)

-Recruitment

-Reporting

Committee Members

Chair: Sarah Gerrish

Residents: Ellen Richardson, Reuben Baker, Ryann Milne-Price, Tori Kent, Pat Bloecher, Paige Ely, Kelsey Harding, Zara Bowden

Past Members: Ty Waters

Faculty: Winslow Gerrish, Loren Colson, Susan Martin, Abby Davids

Reporting

What

Inappropriate language, aggression, harassment, discrimination, gender bias, overt prejudice (e.g., racism, sexism, homophobia, ethnocentrism), unintentional expressions of bias

How (an individual may select one or multiple pathways)

1. Submit an **anonymous** New Innovations complaint
 - a. Have you experienced bias, harassment or another uncomfortable situation that you would like to report or be investigated?
 - b. Would you like to be contacted? (leaving contact information is optional)
2. Submit directly to JEDI@fmridaho.org
 - a. Email goes directly to JEDI Committee Chair and Wellness Committee Chair
3. In-person complaint
 - a. Program Director, Advisor, Chief Resident, Faculty, JEDI committee members
 - b. Ombudsman: 1 Faculty (Sarah Gerrish), 1 Resident (Ellen Richardson)
→ **Please submit the complaint to JEDI@fmridaho.org for tracking**

Who gets involved

All complaints will go to directly to JEDI Committee Chair and Wellness Committee Chair

What happens next

1. Initial Discovery: What happened? Who was involved? What are the reporter's wishes?
 - a. Initially completed jointly by JEDI and Wellness Chairs alone
 - b. De-identified and discussed at JEDI Committee meeting
 - c. Any further follow-up or escalation of action takes into account
 - i. Reporter's preferences
 - ii. Severity and/or chronicity
 - iii. Safety
2. Tracking: All complaints are tracked
 - a. Three in any single area triggers formal complaint processes
 - b. JEDI committee chair will attend PEC quarterly to provide updates
3. Formal or Urgent complaint: Additional follow-up becomes necessary
 - a. Involvement of the following leadership for decision making:
 - i. Faculty/Resident Physicians → Program Director (PD)
 - ii. Outside attendings → Program Director
 - iii. Patients → Chief Medical Officer (CMO) & FMRI Risk Manager
 - iv. Staff (FMRI clinic/residency) → PD & CMO & FMRI Human Resources (HR)
 - v. Admin → CMO & HR
 - vi. Medical students → PD & MedEd Faculty Leads

4. Additional actions may include
 - a. Formal education of staff, residents, faculty
 - b. Formal complaint to HR (CMO & PD made aware))
 - c. Disciplinary action, up to termination (definition in process)
 - d. Mediation
5. Debriefing: completed with all relevant parties
 - a. Coordinated by JEDI Committee Chair