**Department of Orthopaedics & Physical Medicine & Rehabilitation**

**Diversity, Equity & Inclusion Officer**

**DEI Titled Representative**

1. Dr. Selina Silva, Associate Professor and Program Director, Medical Director of UNM Carrie Tingley Hospital

**Minimum requirements**

1. Board-certified or eligible
2. Holds active and unrestricted New Mexico Medical License.
3. In good standing with the UNM Department of Orthopaedics.

**Responsibilities and Goals**

1. Strategically work with the leadership within the department to promote our environment where all feel welcome and included. Work with leadership to promote our Orthopaedic culture of how diversity is mandatory and how in turn it creates excellence.
2. Inform and work closely with the selection/interview committee for new faculty and offer guidance for all hires within the department to ensure diversity, equity and inclusion. Continue the departmental practice of diversity hires.
3. Promote organizational and interdisciplinary collaboration among UNM programs that will enhance diversity awareness and education.
4. Serve as an advocate for all populations at the UNMHSC and SOM.
5. Support the mentoring process for junior faculty (and medical students and residents interested in becoming academic anesthesiologists).  Support the educational pipeline to medical school though collaboration with main campus pre-medical and high school STEM-H efforts, and the Office of Diversity, Equity and Inclusion at the UNM School of Medicine. Work within the Perry Initiative Nationally and locally lead the annual workshop in Albuquerque at the University of New Mexico.
6. Collaborate with the Residency Program Director to ensure diversity, equity and inclusion for the residency interview process.
7. Work towards the refining of feedback and improvement processes for the department over a five-year time period that include the following:
   1. Provide an assessment to inform the chair and allow the department to be proactive in its ability to retain faculty.
   2. Perform a demographic assessment of the different ethnic and cultural groups in the state so we can strive to match this representation in our faculty and residents.
   3. Collect information, perform regular SWOT analyses and submit reports on diversity and equity opportunities and challenges in the Department of Orthopaedics and other Orthopaedic Departments around the country.
   4. Lead and participate in task forces to integrate diversity, inclusion and equity best practices in the department, School of Medicine and throughout the health system. Participation in these task forces will also help maintain alignment with the UNM Health System.
   5. Be a resource for organizing ‘Diversity trainings’ that serve as team building and cohesion building in different venues- clinical, education and research. Examples include:
      1. Cultural and linguistic competency
      2. Unconscious Bias
      3. Intercultural communication
      4. Anti-racism training
      5. Culture and identity
      6. Historical trauma
      7. Safe zone training
      8. Anti-sexism training
8. Consider other activities based on in interest and as times allows. Examples include:
   1. Attendance at The UNM Office of Learning Education (LEO) Speaker Series and other educational sessions.
   2. Collaborate with relative stakeholders within the School of Medicine and develop an educational curriculum for the Department promoting Diversity, Equity and Inclusion. Assess feedback from department members to inform the curriculum.
   3. Participate in committees such as School of Medicine Admissions Committee, the BA/MD Admissions Committee, and teaching activities that involve diversity, equity and inclusion with the UNM School of Medicine.
   4. Lead and participate in task forces to integrate diversity, inclusion and equity best practices in the department, School of Medicine and throughout the health system.
   5. Participate in external committees such as the ASA Committee on Diversity as well as workshops and seminars that address racism and promote equity.

**Resources and Departmental Support**

1. National databases for the data collection
2. UNM Executive Diversity Officer and their office support team
3. UNM Organizational and Professional Development Office
4. Departmental Salary support for the DEI Orthopaedic Representative of 0.2 FTE