



Southeast Michigan Center for Medical Education

Our Mission

To develop and support training of outstanding physicians and medical professionals with our members to enhance population health through excellence and innovation in medical education

Our Vision

SEMCME will be the leader to develop and optimize high impact medical education to assist healthcare professionals, including residents, faculty, the practice community, and administrators/directors to achieve and maintain accreditation and certification, thereby enhancing the health and well-being of the communities we serve.

Our Values

Excellence and Innovation
Diversity & Equity & Inclusion
Understanding and Respect
Collaboration & Engagement
Accountability
Teamwork & Well-Being
Evidence Based & Outcomes Driven
Service

JEDI (Justice, Equity, Diversity and Inclusion) Committee Charter

Purpose

To support the mission, vision, and values of SEMCME through the development and execution of programs and services related to Justice, Equity, Diversity and Inclusion.

Goals

- To provide evidence-based and state-of-the art education, training and experiential learning on Justice, Equity, Diversity and Inclusion. Promote life-long learning in these areas to ensure optimal population health.
- Provide and support an exceptional and inclusive educational regional network focused on teaching and ensuring residents, faculty, colleagues, leadership, committee members, and other learners within our community feel included, celebrated and empowered.
- Create a model of interprofessional education with community service that incorporates the principles of justice, equity, diversity, and inclusion.
- Ensure the Accreditation Council of Graduate Medical Education requirements are incorporated and integrated into the training programs offered.
- Equip all of our members and trainees to be bold thinkers and courageous advocates who are willing and prepared to address health disparities and inequalities.
- Identify categories of conscious and unconscious bias including: race, gender and gender identification, nationality, religion, economic background, and educational background.

Objectives

- Annually develop programs and an agreed upon schedule
- Confirm program alignment with:
 - ✓ Accrediting Council of Graduate Medical Education (ACGME) [Common Program Requirements](#) to address diversity, equity, and inclusion and expectations for sponsoring institutions and programs
 - ✓ The State of Michigan [Executive Directive 2020-07](#), which directed LARA to create rules for implicit bias training standards for licensure, registration, and renewal of licenses and registrations of health professionals.
- Identify critical resources and support needed for reaching committee goals
- Confirm meeting schedule and composition of the committee
- Share experiences and best practices

Projects/Initiatives

- Create, develop and provide educational workshops throughout the academic year focused on our mission and meeting program alignment as listed in our objectives.
- Host an annual JEDI Symposium involving current topics surrounding justice, equity, diversity and inclusion.
- Identify and engage appropriate subject matter experts
- Evaluate effectiveness of program design and execution
- Reflect on and incorporate meaningful feedback from learners within and across programs
- Evaluate Key Performance Indicators (KPIs) as a measure of success

Measures of Success (KPIs)

- Registration and attendance data
- Member hospital participation
- Participant surveys
- Feedback from Program Directors and DIOs
- Support improving resident board pass rates and program accreditation status
- Other measures as determined by committee

Responsibilities of Committee Members

- Committee Members will embrace the **EDUCATES** values of SEMCME
- Attend and actively participate in committee meetings
- Facilitate and support the committee in meeting its purpose, goals and objectives
- Monitor and assist in the implementation of the committee's measures of success
- Communicate and update institutional leadership on committee and SEMCME efforts
- Committee members will exhibit the following:
 - ✓ Ability to lead change and be creative
 - ✓ Commitment to excellence
 - ✓ Strong ability to communicate and articulate
 - ✓ Expand institutional participation in programs
 - ✓ Willingness to gather input and suggestions with a knowledge of barriers and solutions
 - ✓ Interest in the efforts of the committee and its relevance to SEMCME sustainability
- Participate in Anti-Bias and Anti-Racist professional development in order to be equipped with the resources to resist racist attitudes, people, structures, policies and practices that may exist in our institutions.
- Cultivate a professional and respectful clinical learning environment free from discrimination, harassment, mistreatment, abuse, or coercion, in which everyone can raise concerns and provide feedback without fear of intimidation or retaliation via a reliable reporting system.
- Develop processes, assessment tools and dashboards including data on ultimate board certification rates of graduates that will assist in monitoring and evaluating diversity, equity and inclusion in medical education at our institutions.

Structure and Operations

- Committee members, in collaboration with SEMCME, will determine meeting dates, times and frequency that best meet its purpose and goals
- The SEMCME Board of Directors will approve committee membership on an annual basis
- Where applicable, committee shall consist of representatives from each SEMCME member institution
- Membership will be balanced and diverse
- Committee chair can serve renewable 2-year terms
- Committee members can serve renewable 2-year terms
- Meeting minutes will be recorded, reviewed and approved