Appendix Figure 1: Key Drivers in Diversity, Equity, and Inclusion

Create a diverse, equitable, and inclusive environment within the Division of Hospital Medicine

- Primary Drivers
  - Institutional Structures
    - Equitable compensation, i.e. based on rank, benchmarks
    - Standardized process for recruitment and promotion
  - People
    - Non-biased policies
    - Transparent tracking and reporting systems
  - Environment
    - Pipeline and Training Programs for URMs
    - Faculty Advancement Programs
    - Leadership structure to support DEI
    - Implicit Bias and Anti-Racism Trainings
    - Supportive Spaces, e.g. lactation rooms
    - Pictures (websites, hallways) showing diversity
    - Dissemination of best-practices
    - Culturally competent care
    - Elimination of bias in evaluations of learners
    - Elimination of bias in care

* Adapted from IHI Driver Diagram Templates