

## Diversity Consortium

### *Factors Promoting Excellence*

#### Ways to Drive Action

##### **1. Identify Common Themes**

- Carefully analyze the challenges and opportunities outlined by each AAMC affinity group.

##### **2. Prioritize Key Issues**

- Once common themes are identified, prioritize the key issues that are most critical and have the potential for the greatest impact.
- Consider factors such as the severity of the issue, the potential to address it collaboratively, and the alignment with the organization's overall goals.

##### **3. Form Cross-Affinity Group Teams**

- Create cross-affinity group teams or task forces composed of members from different AAMC affinity groups.
- Assign each team to focus on specific priority issues or opportunities that have been identified.

##### **4. Develop Action Plans**

- Each cross-affinity group team should develop detailed action plans that outline specific strategies, goals, timelines, and responsibilities.
- Action plans should be aligned with the challenges and opportunities identified and should address them comprehensively.

##### **5. Establish Metrics and Evaluation Criteria**

- Define clear metrics and evaluation criteria to measure the success of the action plans.
- Determine how progress will be tracked and assessed, and what outcomes will indicate success.

##### **6. Secure Resources and Support**

- Identify the resources, funding, and support needed to implement the action plans effectively.
- Advocate for necessary resources within the organization to ensure successful execution.

##### **7. Implementation and Monitoring**

- Execute the action plans according to the established timelines.
- Regularly monitor progress and adjust as needed to stay on track.

##### **8. Collaboration and Communication**

- Foster strong collaboration and communication among cross-affinity group teams, sharing insights and best practices.
- Maintain open lines of communication with all relevant stakeholders.

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#### **9. Engagement and Education**

- Engage and educate stakeholders, including leadership, faculty, staff, and students, about the importance of addressing the identified challenges and opportunities.
- Conduct awareness campaigns and training programs as needed.

#### **10. Continuous Improvement**

- Continuously assess the effectiveness of the action plans and make improvements, as necessary.
- Adapt to changing circumstances and evolving priorities.

#### **11. Celebrate Successes**

- Recognize and celebrate achievements and milestones reached through collaborative efforts.
- Highlight the positive impact on diversity, equity, and inclusion within the organization.

#### **12. Accountability and Leadership**

- Hold leaders and stakeholders accountable for the progress and outcomes of the action plans.
- Encourage leadership at all levels to champion DEI initiatives.

#### **13. Feedback and Adaptation**

- Continuously seek feedback from stakeholders and members of the affinity groups.
- Use feedback to adapt strategies and initiatives to better address challenges and opportunities.

#### **14. Share Best Practices**

- Share successful strategies, best practices, and lessons learned with other institutions and organizations to contribute to broader efforts in the field.

#### **15. Long-Term Sustainability**

- Develop strategies to ensure that the actions taken are sustainable and that DEI remains a core focus of the organization over the long term.

Affinity groups can leverage the challenges and opportunities as catalysts for meaningful action. Collaboration, effective planning, resource allocation, and ongoing evaluation are key components of this process. The goal is to drive positive change and advance diversity, equity, and inclusion within academic medicine and healthcare.