

Summary of Plan for Increasing Equity, Diversity, and Inclusion (EDI) at the John A. Moran Eye Center

Initiative	Goal (s)	Timeline
1) The Department Mission Statement	To incorporate EDI language into the Department mission statement.	Completed; to be reviewed if necessary.
2) The Department Website	To add an EDI section to the Moran website with resources and information on EDI initiatives at Moran.	Completed; to be updated as new resources become available.
3) Implicit Bias and Training	-To understand status of implicit bias, racism, and sexism at the Department through climate survey. -To offer EDI lectures to faculty and staff. -To offer specific EDI trainings to faculty and staff (e.g., microaggression).	-Time to be determined. -Started in 2020. -Time to be determined.
4) Review of Workforce Composition	To understand current status of diversity at Moran workforce.	Completed for 2020; to be reviewed annually to track improvements in terms of increasing representation of URM.
5) Undergraduate and Medical Students	To promote exposure of URM undergraduate pre-medical students and medical students to Ophthalmology.	Started in 2021; fellowship to be renewed every year upon availability of funds.
6) Residency in Ophthalmology	To increase representation among interviewees, so that at least 25% of the candidates invited for residency interviews are URM.	Started in November 2020, which resulted in 2 URM applicants matching at Moran for residency in Ophthalmology.
7) Post-Residency Fellows	To increase representation among interviewees, so that at least 25% of the candidates invited for interviews are URM.	To be started in 2021.
8) Job Posting	-To include EDI language in job postings. -To use at least 1 diversity-oriented site for job postings. -To attribute value to EDI in staff and faculty searchers through requirement of a diversity statement and use of EDI interview questions. -To include EDI facilitating voices to every search committee for faculty and staff senior positions.	-Started in 2021. -Started in 2021. -Started in 2021. -Started in 2021.
9) Mentorship and Internship Program for Staff	-To establish mentorship programs to assist staff in progressing to higher levels of career paths. -To established an internship program to attract URM candidates from local universities to an administrative or clinical career in Ophthalmology.	-Ongoing. -Started in 2021; to be renewed every year pending budget funding.
10) Faculty	-To establish a mentorship program to assist junior and diverse faculty to navigate requirements for career advancement/promotion. -To encourage and support faculty participation in EDI programs that are internal or external to the University. -To attribute promotion value to EDI through requirement of a diversity statement and use of EDI interview questions during faculty reviews. -To perform faculty salary reviews for equity, including the Moran EDI chair.	-To be started in 2021. -To be started in 2021. -To be started in 2021. -To be started in 2021.
11) Invited Lectures and Meetings	To increase and maintain diversity in invited lectures, as well as internal meetings/symposia organized at the Department.	Started in 2021.