### Map of Services for UCDHS Office for Equity, Diversity & Inclusion
(for health science leadership, faculty, residents, fellows, health science students, staff)

#### Workforce Development
- **Strategic Talent Management**
  - UCDHS Strategic Plan process, alignment, & analysis
  - Workforce planning
  - Professional development
  - Recruitment & Retention Toolkit
  - Structured mentoring network
  - Search committee infrastructure and capacity building
  - Performance management
    - Hiring practices
    - Promotion
    - Retention practices

- **Leadership Development**
  - EEO/Affirmative Action
    - Data collection (workforce demographics)
    - Compliance
    - Title IX Officer
    - Mistreatment Officer
    - Monitoring affirmative action

- **Pipeline Programs**
  - Pre-health
  - Health science students’ programs
  - *Academic Faculty of the Future*

#### Institutional Climate & Culture
- **Climate Assessment**
  - Internal
  - Community

- **Continuous Diversity Improvement**
  - UCDHS Strategic Plan process & analysis
  - Metrics development
  - Data Collection
  - Trend Analysis
  - Monitoring accountability

- **Review Policy/Procedures**

- **Affinity Groups**
  - Faculty
  - Staff
  - Student Organizations

- **Community engagement**
  - OEDI Advisory Council
  - Health Sciences Alumni
  - Local & regional organizations
  - Philanthropy
  - Event planning

#### Education & Training
- **Curriculum Development**
  - Cultural competency
  - Health disparities
  - Social determinants of health
  - Social accountability

- **Curriculum Management**
  - Environmental scan
  - Curriculum mapping
  - Standardization across health sciences
  - Identification of opportunities for collaboration and shared resources

- **Diversity Training**
  - UGME Orientation
  - GME Orientation
  - New Faculty Orientation
  - New Staff Orientation
  - Intermediate & advanced training for staff, faculty, leadership

- **Training of Trainers**
  - Academy for Cultural Competency & Diversity Education

#### Research
- **Diversity Workforce Research**
- **Health Disparities Research**
  - UCDHS Strategic Plan process, alignment, & analysis
  - Environmental scan
  - Monitoring research activities in health disparities
  - Identification of opportunities for collaboration and shared resources

#### Community Engagement

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Developed by David Acosta, MD – 20131001 rev.