

Barbara Ross-Lee, DO Diversity, Equity, and Inclusion Award



The **Barbara Ross-Lee, DO Diversity, Equity, and Inclusion Award** celebrates initiatives in which diverse learners are developed, diverse faculties are constructed, and the graduate medical education community embraces differences and highlights them as examples of what is achievable. The award recognizes ACGME-accredited Sponsoring Institutions and programs, as well as specialty organizations, working to diversify the underrepresented physician workforce and create inclusive workplaces that foster humane, civil, and equitable environments.

Baylor College of Medicine, Department of Emergency Medicine

Program

Houston, Texas

Nominators Had to Say:

“Baylor continues to place great importance on diversity, equity, and inclusion as core values of the program and strives towards improvement each year. We have created several opportunities to promote diversity, equity, and inclusion (DEI). Our program has developed relationship with various K-12 schools, food banks, and homeless shelters in our community. As such, there is specific time allocated to volunteer with these organizations. These experiences enrich our time at Baylor and allow us to be the best possible clinicians we can be. Additionally, DEI is incorporated into our didactics to focus on topics that pertain to our patients and how we can be more inclusive physicians in the emergency department. In recent years, we created a chief resident position that solely focuses on the recruitment and retention of diverse residents and maintaining community outreach. We promote URM candidates by hosting special events focused on creating opportunities for mentorship and connection with our residents. Finally, our program advocates for the residents to make our learning environment and experience equitable and inclusive. We have residents from all walks of life, which allows us to learn from and grow with each other.” – Chief Residents