

# UW Psychiatry Residency Program – EDI Initiatives

## PAST

<b>2020</b>	Formation of resident Antiracism Committee
<b>2020</b>	Major admissions overhaul, including: <ul style="list-style-type: none"><li>• Mandatory implicit bias training (with attestation) for all members of the admissions committee as well as anyone who will be reviewing applications</li><li>• Remove photos and grades from application packets sent to interviewers</li><li>• Initiated standardized interview</li><li>• Post anti-bias commitments in every Admissions Committee meeting</li><li>• Publish a description of how we evaluate applicants</li><li>• Examine the rank list with data (admissions score, interview score, etc.) to see if there were any patterns of bias and then share this information with the Admissions Committee</li><li>• Creation of standardized rubric for the admissions committee to evaluate applicants holistically</li><li>• Initiation of yearly review of data to assess for bias</li></ul>
<b>2021</b>	Creation of EDI journal club
<b>2021</b>	Addition of multiple EDI lectures to R1 and R3 didactics
<b>2021</b>	Creation of R4 EDI reading group
<b>April 2021</b>	Formation of faculty Antiracism Committee
<b>Spring 2021</b>	Creation of yearly all-resident DEI didactic day
<b>Spring 2021</b>	Creation of department EDI webpage
<b>Spring 2021</b>	Updated format for faculty IDPs and CVs to include EDI section
<b>July 2021</b>	Creation of faculty Antiracism Committee mission statement
<b>July 2021</b>	Creation of resident lead position of EDI
<b>September 2021</b>	Merging of faculty and resident Antiracism Committee
<b>2022</b>	Creation of yearly EDI didactic module
<b>March 2022</b>	Pilot study for EDI lecturer toolkit
<b>July 2022</b>	Rolled out Version 1 of EDI lecturer toolkit
<b>October 2022</b>	Formation of subcommittees within the Antiracism Committee
<b>Fall 2022</b>	Creation of URM support group
<b>Spring 2021</b>	Antiracism workshop for residency (Danielle Hairston)
<b>Spring 2022</b>	Antiracism workshop for faculty
<b>Spring 2022</b>	Creation of EDI resource page for residents
<b>2023</b>	Revamping of Antiracism Committee subcommittees
<b>Summer 2023</b>	Analyzed patterns of bias at CCC and started annual training for all members; started posting bias reminders in all CCC meetings
<b>September 2023</b>	Creation of departmental EDI Council (attended by PD, APD, and Resident Antiracism Lead)
<b>2023-24</b>	Completion of equitable educator training program (AADPRT) by residency leadership team
<b>July 2023</b>	Rolled out Version 2 of EDI lecturer toolkit
<b>July 2023</b>	Creation of EDI consult service for all lecturers
<b>November 2023</b>	Implemented Brave Spaces guideline to navigate difficult conversations within the Antiracism Committee
<b>Fall 2023</b>	Initiated EDI initiative tracker
<b>Spring 2025</b>	Developed Version 3 of EDI tool kit

**IN PROCESS**

- Creating Identity Aligned Psychiatry Mentorship Program
- Creating Applicant Mentorship Program
- Strengthening ties with UW SOM Affinity Groups
- Developing and evaluating stop-gap mechanisms to increase the likelihood that applicants who signal our program will be invited to be interviewed
- Planning to invite diverse psychiatrist members from the community onto the Admissions Committee
- Creating fat-phobia educational series
- Developing longitudinal partnership(s) with community
- Consulting with members of the community to keep ourselves accountable regarding what we should be educating psychiatrists on