

Executive Summary

In 2020, COVID-19 and police violence focused America's attention on racial inequities. This empowered faculty and trainees in the Department of Pediatrics at Northwestern University Feinberg School of Medicine to point out biased practices at Ann & Robert H. Lurie Children's Hospital of Chicago and resultant disparities in outcomes. They called for change. In response, Department of Pediatrics leadership created and distributed an Equity, Diversity, and Inclusion (EDI) Climate Survey in late 2021 to assess the current environment and plan for the future.

Information gathered from this survey establishes a baseline for the culture in the department related to EDI, informs existing efforts, and identifies areas for growth. With responses from 598 faculty and trainees (78% overall response rate), the quantitative and qualitative data yielded 10 key action items. These actions provide an initial roadmap to address concerns of faculty and trainees related to bias and inequities in their work environment. Inaction jeopardizes quality of care. Diverse physicians and scientists are vital to Lurie Children's mission to advance the health and well-being of all children. Change is needed to assure recruitment and retention of faculty and trainees with varied backgrounds who seek a healthcare system that mirrors the community they serve.

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