

## Diversity and Inclusion Departmental Champions

The role of diversity and inclusion departmental champion(s) is to promote awareness of and manage the strategic diversity and inclusion planning process, and to serve as leaders within their department for this initiative that will take place from January – December 2018.

### Key Role Overview:

- Actively promote and raise awareness of strategic diversity and inclusion planning initiatives in the home department.
- Manage the development of the departmental diversity and inclusion strategic plan.
- Share and promote diversity and inclusion best practices and models within and across departments.
- Develop and help implement the plan using common templates provided by the Office of Diversity & Inclusion
- Engage and communicate regularly with departmental and Office of Diversity and Inclusion staff on the status of the plan development.
- Represent home department at champions' and diversity and inclusion meetings and committees.
- Attend professional development opportunities offered by the Office of Diversity and Inclusion
- Remain in the role for a minimum period of 1 year.

### The role would suit a member of a department with the following interests:

- An interest and commitment in further promoting equity, diversity and inclusion
- An ability to encourage collaboration, engagement and change at a department level
- Ability to initiate and oversee small-scale projects
- Individuals who enjoy collaboration and learning from their peers
- Preferably with experience and/or having been involved in similar initiatives

Training and support will be provided by Office of Diversity & Inclusion. There will also be opportunities to network and come together and learn from other departmental champions

### ODI will provide:

- Ongoing support to department Champions
- Professional development opportunities to support learning around best practices and models
- Recognition from the College of Medicine Office of the Dean.