**MISSION:**
To provide content expertise and programmatic support to institutional leadership and HR to recruit, promote, retain and engage those underrepresented in medicine, science, nursing and health care administration so that we can achieve health equity for the most vulnerable populations.

**VISION:**
We envision a Johns Hopkins Medicine where diversity, equity and inclusion are in our DNA, and where together we commit to:
- Embracing and celebrating our differences
- Educating and developing our staff and learners
- Engaging in equitable health care delivery and workforce practices

**ROADMAP 2023**
- Deliver Equitable Health Care & Restore the Trust with Our Communities
  - Accurate patient demographic data capture (REaL, SOGI, Disability)
  - Health equity frameworks for vulnerable populations
  - Partner with Armstrong Institute and Population Health

**2020**
- Build Additional Infrastructure to Support Work
  - JHM Diversity and Inclusion Leadership Advisory Council
  - School of Medicine (SOM) Steering Committee
  - National Capital Region (NCR) Diversity and Inclusion Liaison
  - Data Business Analyst

**2023**
- Hardwire Our Systems to Ensure Accountability & Transparency
  - System-wide unconscious bias training
  - Racial and restorative justice dialogues
  - IDARE curriculum (Inclusion, Diversity, Anti-Racism, Equity)

- Create a Culture to Support Inclusion & Belonging & Restore Trust with Staff
  - Equity review of policies and practices

**DIVERSITY, INCLUSION AND HEALTH EQUITY**
**MISSION:**
To provide content expertise and programmatic support to institutional leadership and HR to recruit, promote, retain and engage those underrepresented in medicine, science, nursing and health care administration so that we can achieve health equity for the most vulnerable populations.

**VISION:**
We envision a Johns Hopkins Medicine where diversity, equity and inclusion are in our DNA, and where together we commit to:
- Embracing and celebrating our differences
- Educating and developing our staff and learners
- Engaging in equitable health care delivery and workforce practices

**ROADMAP 2023**
- Deliver Equitable Health Care & Restore the Trust with Our Communities
  - Accurate patient demographic data capture (REaL, SOGI, Disability)
  - Health equity frameworks for vulnerable populations
  - Partner with Armstrong Institute and Population Health

**2020**
- Build Additional Infrastructure to Support Work
  - JHM Diversity and Inclusion Leadership Advisory Council
  - School of Medicine (SOM) Steering Committee
  - National Capital Region (NCR) Diversity and Inclusion Liaison
  - Data Business Analyst

**2023**
- Hardwire Our Systems to Ensure Accountability & Transparency
  - System-wide unconscious bias training
  - Racial and restorative justice dialogues
  - IDARE curriculum (Inclusion, Diversity, Anti-Racism, Equity)

- Create a Culture to Support Inclusion & Belonging & Restore Trust with Staff
  - Equity review of policies and practices

**DIVERSITY, INCLUSION AND HEALTH EQUITY**
**MISSION:**
To provide content expertise and programmatic support to institutional leadership and HR to recruit, promote, retain and engage those underrepresented in medicine, science, nursing and health care administration so that we can achieve health equity for the most vulnerable populations.

**VISION:**
We envision a Johns Hopkins Medicine where diversity, equity and inclusion are in our DNA, and where together we commit to:
- Embracing and celebrating our differences
- Educating and developing our staff and learners
- Engaging in equitable health care delivery and workforce practices

**ROADMAP 2023**
- Deliver Equitable Health Care & Restore the Trust with Our Communities
  - Accurate patient demographic data capture (REaL, SOGI, Disability)
  - Health equity frameworks for vulnerable populations
  - Partner with Armstrong Institute and Population Health

**2020**
- Build Additional Infrastructure to Support Work
  - JHM Diversity and Inclusion Leadership Advisory Council
  - School of Medicine (SOM) Steering Committee
  - National Capital Region (NCR) Diversity and Inclusion Liaison
  - Data Business Analyst

**2023**
- Hardwire Our Systems to Ensure Accountability & Transparency
  - System-wide unconscious bias training
  - Racial and restorative justice dialogues
  - IDARE curriculum (Inclusion, Diversity, Anti-Racism, Equity)

- Create a Culture to Support Inclusion & Belonging & Restore Trust with Staff
  - Equity review of policies and practices

**DIVERSITY, INCLUSION AND HEALTH EQUITY**
**MISSION:**
To provide content expertise and programmatic support to institutional leadership and HR to recruit, promote, retain and engage those underrepresented in medicine, science, nursing and health care administration so that we can achieve health equity for the most vulnerable populations.

**VISION:**
We envision a Johns Hopkins Medicine where diversity, equity and inclusion are in our DNA, and where together we commit to:
- Embracing and celebrating our differences
- Educating and developing our staff and learners
- Engaging in equitable health care delivery and workforce practices

**ROADMAP 2023**
- Deliver Equitable Health Care & Restore the Trust with Our Communities
  - Accurate patient demographic data capture (REaL, SOGI, Disability)
  - Health equity frameworks for vulnerable populations
  - Partner with Armstrong Institute and Population Health

**2020**
- Build Additional Infrastructure to Support Work
  - JHM Diversity and Inclusion Leadership Advisory Council
  - School of Medicine (SOM) Steering Committee
  - National Capital Region (NCR) Diversity and Inclusion Liaison
  - Data Business Analyst

**2023**
- Hardwire Our Systems to Ensure Accountability & Transparency
  - System-wide unconscious bias training
  - Racial and restorative justice dialogues
  - IDARE curriculum (Inclusion, Diversity, Anti-Racism, Equity)

- Create a Culture to Support Inclusion & Belonging & Restore Trust with Staff
  - Equity review of policies and practices

**DIVERSITY, INCLUSION AND HEALTH EQUITY**
**MISSION:**
To provide content expertise and programmatic support to institutional leadership and HR to recruit, promote, retain and engage those underrepresented in medicine, science, nursing and health care administration so that we can achieve health equity for the most vulnerable populations.

**VISION:**
We envision a Johns Hopkins Medicine where diversity, equity and inclusion are in our DNA, and where together we commit to:
- Embracing and celebrating our differences
- Educating and developing our staff and learners
- Engaging in equitable health care delivery and workforce practices

**ROADMAP 2023**
- Deliver Equitable Health Care & Restore the Trust with Our Communities
  - Accurate patient demographic data capture (REaL, SOGI, Disability)
  - Health equity frameworks for vulnerable populations
  - Partner with Armstrong Institute and Population Health

**2020**
- Build Additional Infrastructure to Support Work
  - JHM Diversity and Inclusion Leadership Advisory Council
  - School of Medicine (SOM) Steering Committee
  - National Capital Region (NCR) Diversity and Inclusion Liaison
  - Data Business Analyst

**2023**
- Hardwire Our Systems to Ensure Accountability & Transparency
  - System-wide unconscious bias training
  - Racial and restorative justice dialogues
  - IDARE curriculum (Inclusion, Diversity, Anti-Racism, Equity)

- Create a Culture to Support Inclusion & Belonging & Restore Trust with Staff
  - Equity review of policies and practices

**DIVERSITY, INCLUSION AND HEALTH EQUITY**
**MISSION:**
To provide content expertise and programmatic support to institutional leadership and HR to recruit, promote, retain and engage those underrepresented in medicine, science, nursing and health care administration so that we can achieve health equity for the most vulnerable populations.

**VISION:**
We envision a Johns Hopkins Medicine where diversity, equity and inclusion are in our DNA, and where together we commit to:
- Embracing and celebrating our differences
- Educating and developing our staff and learners
- Engaging in equitable health care delivery and workforce practices

**ROADMAP 2023**
- Deliver Equitable Health Care & Restore the Trust with Our Communities
  - Accurate patient demographic data capture (REaL, SOGI, Disability)
  - Health equity frameworks for vulnerable populations
  - Partner with Armstrong Institute and Population Health

**2020**
- Build Additional Infrastructure to Support Work
  - JHM Diversity and Inclusion Leadership Advisory Council
  - School of Medicine (SOM) Steering Committee
  - National Capital Region (NCR) Diversity and Inclusion Liaison
  - Data Business Analyst

**2023**
- Hardwire Our Systems to Ensure Accountability & Transparency
  - System-wide unconscious bias training
  - Racial and restorative justice dialogues
  - IDARE curriculum (Inclusion, Diversity, Anti-Racism, Equity)

- Create a Culture to Support Inclusion & Belonging & Restore Trust with Staff
  - Equity review of policies and practices

**DIVERSITY, INCLUSION AND HEALTH EQUITY**
**MISSION:**
To provide content expertise and programmatic support to institutional leadership and HR to recruit, promote, retain and engage those underrepresented in medicine, science, nursing and health care administration so that we can achieve health equity for the most vulnerable populations.

**VISION:**
We envision a Johns Hopkins Medicine where diversity, equity and inclusion are in our DNA, and where together we commit to:
- Embracing and celebrating our differences
- Educating and developing our staff and learners
- Engaging in equitable health care delivery and workforce practices

**ROADMAP 2023**
- Deliver Equitable Health Care & Restore the Trust with Our Communities
  - Accurate patient demographic data capture (REaL, SOGI, Disability)
  - Health equity frameworks for vulnerable populations
  - Partner with Armstrong Institute and Population Health

**2020**
- Build Additional Infrastructure to Support Work
  - JHM Diversity and Inclusion Leadership Advisory Council
  - School of Medicine (SOM) Steering Committee
  - National Capital Region (NCR) Diversity and Inclusion Liaison
  - Data Business Analyst

**2023**
- Hardwire Our Systems to Ensure Accountability & Transparency
  - System-wide unconscious bias training
  - Racial and restorative justice dialogues
  - IDARE curriculum (Inclusion, Diversity, Anti-Racism, Equity)

- Create a Culture to Support Inclusion & Belonging & Restore Trust with Staff
  - Equity review of policies and practices