Director, Equity and Inclusion  
Division of Hospital Medicine  
Job Description  

Summary:  
Reporting to the Director and Clinical Director of the Hospitalist Division, the Director of Equity and Inclusion will organize, participate in, and advance activities, forums, and discussions that promote the Division’s mission to provide an inclusive and diverse practice environment, academic environment, and care delivery model, including efforts toward dismantling structural racism.¹,²  

¹. https://hub.jhu.edu/2020/07/08/university-message-on-diversity-and-inclusion/  
². https://diversity.jhu.edu/roadmap/?mc_cid=b33cfd0b49&mc_eid=0adaa09ef8  

Roles and Responsibilities:  
We anticipate that a successful leader in this role will adapt and develop the role creatively to align with the needs of staff, faculty, and ultimately patients.  
Specific elements of the role may include:  
- Work with Divisional leadership to frame and discuss issues of equity and inclusion in group forums (whether part of existing programming, such as faculty meetings, or as its own programming, such as special sessions/discussions)  
- Work with Divisional leadership to foster recruitment of highly qualified faculty and staff from diverse backgrounds  
- Inform and help refine Divisional policies, initiatives, and programming through a lens of equity and inclusion  
- Serve as a resource for faculty and staff who have personal, interpersonal, divisional, or institutional challenges or concerns related to equity or inclusion  
- Act as a liaison between the Division, Department, and Health System on issues related to diversity, equity and inclusion  
- Share Administrator-On-Call duties with other program leaders  
- Serve on the Hospitalist Executive Committee  

Compensation:  
Salary support of 10% FTE, yearly  

Term:  
1 year, subject to renewal