

**Recommendations for Diversity Initiatives by the Yale Medical Group**  
**2.2.2015 from SWIM**

Current Data:

- In September Paul Taheri, CEO of the Yale Medical Group announced a new YMG/YNHHS/NEMG Physician Executive Committee. None of the 10 members was a woman or URM including the five individuals from the YMG board, which apparently had no women/URMs.
- On January 26<sup>th</sup>, 2015, Paul Taheri wrote to the faculty that they would be taking steps to create a more diverse leadership for the YMG. They plan to add four new at-large faculty members to the Board that will be on one of the four committees (Finance, Operations, Network, Nominating and Governance). Each clinical department will submit one name and the candidates are to provide their CV with additional information on why they wish to be considered for the board and activities or actions that demonstrate departmental or institutional citizenship/leadership. In addition, assignment to each committee will be determined by a single individual, Robert Udelsman. No description of the jobs of the committees was provided.
- Many studies exist demonstrating that a diverse committee with 50% women have better outcomes. In addition, the dynamics of a committee with a small percentage of women, predisposes to the women not being heard, being marginalized, and reduces their ability to be taken seriously when voicing a minority perspective.

Problem:

- Given that two of the committees, including Finance, do not have a single female member, adding four members is insufficient. It is not proportional representation given that 40% of the clinical faculty are women.
- Assignment to committees by a single individual has the potential for bias or conflict of interest.

Recommendation:

- Nine or more new members be added, even if it increases the size of the committees, so that 40% are women or URMs. This should be public information.
- Assignment to the committees should be made by the Nominating and Governance Committee that initially selected the candidates.
- The names of the committees and their duties should be transparent and available on the website of the YMG.