

Goals, Objectives and Strategies:

Goal 1: *That as an organization, the EMSC/IIC values, embraces, and seeks out the unique contributions and perspectives of its stakeholders, staff, trainees, patients and families, and partners in all aspects of project and product planning, creation, and implementation*

| Objectives | Rationale | Key Strategies | Responsible Party | Timeline (& Venue) | Status |
|---|--|--|--|---|----------------------|
| 1. EMSC/IIC products and communications will use inclusive/ person-first language and imagery | "talk the talk" – use of language signals organizational values and can shape behavior | a. Generate EMSC/IIC- endorsed best practices policy document | a. EDI Steering Committee | a. By June 2021 (EDI committee meetings) | New |
| | | b. Orient EMSC/IIC staff to policy | b. Advocacy Domain | b. August 2021 (All grantee meeting) | New |
| | | c. Implicit Bias training for EMSC/IIC staff | c. Advocacy Domain | c. August 2021 (All grantee meeting) | New (see also 2.2.a) |
| | | d. Audit EMSC products for adherence to best practices policy document | d. Communications/KM Domain | d. Ongoing (to commence Fall 2021) | New |
| 2. Project/product planning teams will engage representatives from multiple perspectives/ | "walk the walk" – demonstrate early, meaningful, and transparent | a. Ensure FAN rep with each domain/activity | a. Advocacy Domain (ID and assign), individual domains request | a. Ongoing (check-in at working meetings) | |

| | | | | | |
|---|--|--|------------------------|---------------------------------|--|
| stakeholder groups (incl. FAN, trainees) | engagement of diverse stakeholders | b. Invite trainees' participation through scholars/fellows program | b. Research/KM Domains | b. Ongoing (annual? Assessment) | |
| 3. EMSC/IIC products will be vetted by diverse stakeholders | "walk the walk" – opportunity for quality check/ensure against team myopia in translation from planning to final product | a. KEAP program | a. KM Domain | a. Ongoing | |

Goal 2: *That the emergency care continuum reflects and is responsive to the varied identities and needs of children and families*

| Objectives | Rationale | Key Strategies | Responsible Party | Timeline (& Venue) | Status |
|--|---|--|------------------------|---|------------|
| 1. EMSC/IIC - sponsored workforce development efforts will promote training and advancement of personnel with diverse identities | Intentional development of a diverse workforce that reflects diversity of children and family needs | a. Fellows Program & Scholars Program – add diversity statement as (?optional) application component | a. Research/KM Domains | a. To commence with 2021-22 application cycle | <i>New</i> |
| | | b. Annual polling and reporting of EMSC/IIC workforce regarding identities | b. Advocacy Domain | b. Annual (to commence Fall 2021) | <i>New</i> |

| | | | | | |
|---|--|---|--------------------|--------------------------------------|-----------------------------|
| 2. EMSC/IIC – sponsored workforce development activities will address impact of racism and implicit bias on emergency care needs and outcomes | Regardless of background/identity, ensures that personnel in emergency care continuum are aware of and able to respond to diverse needs and contexts in a compassionate manner | a. Implicit Bias Training for EMSC/IIC staff and grantees | a. Advocacy Domain | a. August 2021 (All grantee meeting) | <i>New (see also 1.1.c)</i> |
|---|--|---|--------------------|--------------------------------------|-----------------------------|

Goal: That all children will achieve optimal and equitable outcomes through the receipt of the highest levels of care in emergency situations

| Objectives | Rationale | Key Strategies | Responsible Party | Timeline (& Venue) | Status |
|---|---|---|---|---|------------------------------|
| 1. EMSC/IIC - sponsored measurement efforts will explicitly incorporate prompts for detailed population demographics (race, ethnicity, language, gender/gender identity, geography, SES, (dis)ability) | To permit identification of disparities in performance by identity/demographic | a. Peds Ready Quality Collaborative 2.0 b. NPRP Assessment | a. Pre-Hospital, Collaboratives, Analytics b. Pre-Hospital | a. Fall 2021 (collaboratives) b. Launches May 2021 | |
| 2. EMSC/IIC will collaborate with partner organizations (AAP, ENA, NASEMSO, etc.) to identify opportunities to intervene to address child health disparities resulting from emergency care, promote responsive policies, etc. | Response to identified disparities will require comprehensive/ “all hands on deck” response to identify and intervene | a. Environmental scan to determine work/toolkits/education already completed or in progress b. Determine what topics are missing/ need to be addressed | a. EDI steering committee b. EDI Steering committee | a. Ongoing b. Ongoing | <i>New</i> <i>New</i> |