

COHORT RECRUITMENT: Successes and Challenges

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Chief Equity Officer



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Challenges

- How we define “cohort recruitment”
 - Lack of consistency
- Resources
 - Fiscal
 - Personnel
 - Time
 - Acknowledge sense of urgency
 - “Marathon, not a sprint”

Challenges

- Recruitment
 - Identification of participants
 - Define/describe “cohort”
 - Process
 - Where?
 - How?
 - Selection criteria
 - Sealing the deal

Challenges

- Support for Success
 - Developing a culture of inclusion and belonging
 - Space for authenticity
 - Mentorship, coaching, sponsorship
 - Across differences
 - Address “underrepresented in medicine/ science faculty responsibility disparity”
 - Promotion
 - Salary equity