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