

UCSF PLUS PROGRAM: PEDIATRIC LEADERS ADVANCING HEALTH EQUITY

Vision: Exceptional pediatricians trained to advance health equity so that all children thrive, rooted in caring communities and supported by infrastructures of opportunity

Mission: To train a diverse group of pediatric residents to lead advances in health equity for children.

Through purposeful leadership training integrated with their clinical training, PLUS residents will:

GOALS	OBJECTIVES
<p>Become pediatricians with outstanding clinical skills who also recognize structural causes of health inequity and can effectively mobilize available resources to provide exceptional care for vulnerable populations of children</p>	<ul style="list-style-type: none"> ● Demonstrate ability to provide exceptional clinical care for pediatric patients. ● Demonstrate ability to recognize how systems reinforce structural health inequities for children ● Consistently identify and match available community resources to families
<p>Develop a foundational skill set of leadership, communication, scholarship and advocacy skills to advance health equity</p>	<ul style="list-style-type: none"> ● Apply adaptive leadership skills to address health equity challenges ● Engage with the local, state and/or federal government to advocate for children’s health ● Demonstrate ability to apply scholarship skills to improve a health equity related problem ● Consistently demonstrate ability to create a team environment in which each person is motivated to do their best. ● Demonstrate effective use of persuasive communication skills in a variety of settings
<p>Learn to build inclusive collaborations with diverse people and organizations with a common goal of enhancing child health equity</p>	<ul style="list-style-type: none"> ● Demonstrate the ability to engage in inclusive and respectful partnerships and coalitions with a diverse group of people and organizations ● Consistently demonstrate cultural humility in interpersonal interactions ● Demonstrate ability to recognize and address unconscious and conscious biases in self and others.
<p>Learn to design, implement, and evaluate interventions to improve child health equity</p>	<ul style="list-style-type: none"> ● Demonstrate knowledge of current models of health financing and delivery and analyze their impact on structural health inequities ● Demonstrate use of systems thinking in delivering health interventions that address social determinants of health ● Effectively apply the principles of improvement science to evaluate and iteratively improve child health equity interventions ● Demonstrate ability to use a variety of tools to collaborate with community partners to develop innovations in health delivery
<p>Develop a foundation of self-awareness with the goal of identifying and leveraging personal strengths and areas of growth to sustain a lifetime of leadership and collaborations</p>	<ul style="list-style-type: none"> ● Clarify personal vision, mission, and core values ● Create and maintain an individual plan that supports lifelong learning, and aligns vision, mission, and core values with career goals ● Develop a strong mentor and peer network ● Develop and use wellness practices to foster reflection and strengthen resilience as leaders with the goal of building sustainable careers in health equity