

DIVERSITY AND INCLUSION OFFICE

ANNUAL REPORT 2021-2022

UMass Chan Medical School

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TO THE UMASS CHAN COMMUNITY

At UMass Chan Medical School, we know that diversity, equity and inclusion are central to achieving our mission. Our charge is to create a community of health care providers, researchers and educators dedicated to advancing knowledge, health and wellness in the service of the community, the nation and the world. This requires bringing together and supporting the work of exceptional students, faculty and staff from all backgrounds and all lived experiences. We recognize that talent is not bound by race, ethnicity, class, religion, national origin, sexual orientation, gender identity, age or disability status. We also know that the advancement of knowledge benefits from the full participation of people with a wide range of perspectives, experiences and ideas. Our goal is to recognize, understand and fight against barriers—prejudice, bias and systemic barriers—that stand in the way of creating a truly diverse, equitable and inclusive UMass Chan Medical School.



*A message from Vice Chancellor for
Diversity and Inclusion,
Marina Duncan, EdD*

In response to this charge, the Diversity and Inclusion Office (DIO) has implemented a number of initiatives and actively engaged efforts to make UMass Chan the diverse, equitable and inclusive environment it strives to be. I am pleased to present our 2021-2022 annual report for the DIO.

As outlined in this annual report, UMass Chan has made significant progress this past year. Areas of notable success include the growth of the DIO staff, an increase in training and professional development opportunities, and the creation of several affinity groups to increase sense of belonging among our most marginalized community members. Perhaps the most notable among these efforts was the introduction of a new diversity, equity and inclusion pillar to our IMPACT 2025 Strategic Plan. This new pillar was developed over the fall of 2021 with broad campus participation and was introduced to the UMass Chan community in February 2022. A major strength of our DEI pillar is its commitment to monitoring the implementation process, the continuous assessment of needs and its commitment to accountability through a robust system of oversight. This pillar also calls on academic and administrative departments to contribute to our shared DEI goals.

Despite these successes, there is still a great deal of work to do if we are to meet the ambitious diversity, equity and inclusion goals. This work includes the need for better accountability measures; community engagement with climate data collection initiatives; and increased representation in our faculty, students and staff. I look forward to working with members of the UMass Chan community to advance diversity, equity and inclusion goals.

[Insert Signature]

Marlina Duncan, EdD

Vice Chancellor for Diversity and Inclusion

DIVERSITY, EQUITY AND INCLUSION PILLAR

On February 3, 2020, UMass Chan Medical School released IMPACT 2025, a community informed plan to guide the actions of our institution toward future growth, development, investment and change. On February 8, 2022, a revised version of IMPACT 2025 was introduced. This revision featured a new pillar illustrating UMass Chan Medical School's commitment, as an institution and community, to take deliberate steps to cultivate the truly diverse, equitable, anti-racist and inclusive community that is central to achieving its mission.

With UMass Chan Medical School's [mission and vision](#) and [IMPACT 2025](#) as guides, we defined a set of goals, objectives and recommended action items that fall within *five priority areas* that provide a framework for UMass Chan to achieve its diversity, equity and inclusion goals. The five priority areas are:

- **Culture and Climate:** Integrate diversity, equity and inclusion into the organization, ensuring that DEI is a priority and develop and implement anti-racist and inclusive policies and processes across the institution.
- **Curriculum and Scholarship:** Implement and integrate, in all three schools, anti-racist curriculum; enhance inclusive pedagogy and practices; increase opportunities for expanding awareness and knowledge on matters of racism and bias in medicine, health care, and biomedical research; and advance health-equity-focused-research and scholarship.
- **Education and Engagement:** Increase DEI education, engagement, and capacity through professional development, community building, and educational and research opportunities.
- **Recruitment, Retention and Advancement:** Establish a portfolio of programs that support recruitment, mentorship, and advancement of underrepresented and marginalized individuals.
- **Accountability and Quality Improvement:** Create annual review processes for evaluation and assessment of ongoing DEI initiatives and programs.

BUILDING CAPACITY

From 2021 to 2022, the DIO focused on capacity building to develop the infrastructure, mechanisms, resources, and pilot programs that build a strong foundation for the DEI pillar's future success. Recognizing the scope of the work, our Vice Chancellor for Diversity and Inclusion, Dr. Marlina Duncan created and filled six new positions in the Diversity and Inclusion Office. These positions include:

Assistant Vice Chancellor for Diversity and Inclusion. The hiring of an assistant vice chancellor for diversity and inclusion helped us build the capacity to support individual departments with their DEAPs as well as develop and implement measures for continuously assessing our community's concerns and needs. With expertise and experience in quantitative and qualitative data collection and assessment as well as measurement design, our new assistant vice chancellor for diversity and inclusion will support monitoring of progress and outcomes measurement.



LYNN HERNANDEZ, PHD,
Assistant Vice Chancellor for Diversity
and Inclusion joined the DIO in
November 2021

Director of Diversity, Equity, and Inclusion Education and Integration. With the hiring of a director of DEI education and integration we have been able to prepare our institution for change by level setting knowledge on DEI topics. We have the capacity to offer regular implicit bias training to ensure we have a fair and equitable search process, and upstander and inclusive community training to address culture and climate concerns. Further, we have a mechanism in place to offer support to search committees to ensure they are attracting a diverse pool of candidates as well as conducting a fair, equitable and inclusive search process.



TIFFANY COOK, MS
Director of Diversity, Equity, and
Inclusion Education and
Integration, joined the DIO in

Diversity, Equity and Inclusion Data Analyst. With the hiring of a data analyst, we have been able to leverage our quantitative records to gain insights for ourselves, create benchmarks for future assessment, and inform our partners throughout the Medical School of trends within their departments and the institution as a whole. This role has enabled us to build relationships with data experts throughout the institution and develop a streamlined process for sharing data and insights. With these systems in place, we are currently able to provide a variety of data services from dashboard creation to departmental equity analyses, which can be helpful tools for looking at behaviors and processes that are keeping us in the “status quo”.



ANGELA PRINTY
Diversity, Equity and Inclusion
Data Analyst, joined the DIO in
August 2021

Communications Content Specialist for Diversity, Equity and Inclusion. With the hiring of a communications content specialist for DEI, DIO has the capacity to systematically create, improve, maintain, and review diversity, inclusion, and health equity content across our institution. With this position, DIO is also able to report and broadly disseminate the progress UMass Chan is making toward meeting our DEI goals. An example of a gain earned from this new position includes the creation of *UpNext!*, a weekly newsletter focused on DEI related initiatives, efforts and topics.



JANJAY INNIS, MDiv
Communications Content
Specialist for Diversity, Equity and
Inclusion, joined the DIO in August
2021

Education and Clinical Services Librarian for Diversity, Equity and Inclusion. With the hiring of our librarian, the DIO has been afforded the capacity to offer asynchronous, self-directed learning opportunities. For instance, we were able to develop a 21 day Anti-Racism Challenge specific to UMass Chan, as well as create a resource guide for our pilot departments in their DEAP development process.



AMY REYES, MLIS
Education and Clinical Services
Librarian for Diversity, Equity and
Inclusion, joined the DIO in April 2021

Commonwealth Medicine Program Director for Diversity and Inclusion.

The program director for diversity and inclusion helps us build capacity across our business units, so that they are supported and guided as they develop plans to meet our institutional DEI goals.



JORGE SANCHEZ, MS
Program Director for Diversity and Inclusion, joined the DIO in March 2022

With the onboarding of these six new members, along with the current members of the DIO team (see below), UMass Chan has been able to build capacity to move DEI efforts forward and engage in a transformational change strategy and process toward becoming a diverse and inclusive environment free from bias. Further, the DIO office is equipped to provide the departments with resources, training and data that will help guide their efforts as well as allow them to realize and monitor their DEAP goals. The DIO office has been meeting with departments to provide guidance and share best practices, as well as assist with the monitoring of progress and outcome measurement.



HOLLY BROWN
Administrative Manager



FERNANADA GAMA
Project Coordinator



JULES TROBAUGH, EdD
Diversity Manager

DEI Liaisons

In collaboration with UMass Memorial Health and the Office of Health Equity, the DIO launched and led a group of DEI liaisons that consisted of faculty representatives from every academic and clinical department tasked with staying abreast of the UMass Chan and UMass Memorial diversity initiatives, priorities and concerns. Led by the DIO, this group meets monthly to discuss updates, advise administrators on DEI-related concerns and issues, and provide mutual counsel and support across departments. With the development of the DEI liaisons, we hope to build capacity to engage in DEI efforts across departments and both institutions.

CULTURE AND CLIMATE

Diversity Statement

In collaboration with the Office of Diversity, Equity, Inclusion and Belonging at UMass Memorial Health, the DIO developed a diversity statement to reaffirm UMass Chan's and UMass Memorial's values as well as commitment to fostering and sustaining a truly diverse, inclusive and welcoming campus and clinical setting.

Restorative Justice

Following disruptions in efforts to build community as a result of the COVID-19 pandemic and remote working conditions, the DIO facilitated a series of community building dialogues using restorative justice practices. Community building circles were facilitated in the Department of Pediatrics and the Graduate School of Nursing during the 2021-2022 academic year. The DIO plans to disseminate these community building circle practices across the campus community by training 30 faculty, students and administrators on restorative justice.

Inclusive Excellence Student Council

An inclusive excellence student council featuring students from each of the three schools at UMass Chan was formed with the purpose of creating a bridge between the DIO and student groups. The DIO met monthly with members of the Inclusive Excellence Council to gain an understanding of students concerns and needs to be addressed.

DEI Policy

The DIO also developed a DEI policy to guide our institution's ongoing DEI efforts. The DEI policy represents a multipronged approach that includes:

- 1) Best practices to attract, retain, support, and promote students, faculty, and staff from groups underrepresented in medicine and medical education;
- 2) Programs and strategies to establish an equitable and inclusive environment where all learners, faculty, and staff can live, learn, work and be successful; and
- 3) Curricula that advances health equity and social justice. Our institution's DEI policy also commits to conducting a periodic review of our efforts to assess their effectiveness and impact, and commits to reporting these results on an annual basis to the UMass Chan

community in order to ensure the appropriate investment of resources to effectively sustain these efforts.

EDUCATION AND ENGAGEMENT

Centering the Margins

DIO continued the Centering the Margins monthly series with the purpose of creating a space for the UMass Chan community to engage in informal dialogue around the unique experiences related to diverse and marginalized populations. Below is a list of all the sessions we have hosted in the 2021-2022 academic year as part of this series:

CENTERING THE MARGINS 2021-2022 SCHEDULE

Sept 2021	BEGINNING A CAMPUS DISCUSSION OF LAND ACKNOWLEDGEMENT Cheryll Toney Holley, Chief of the Hassanamisco Band of the Nipmuc Tribe
Oct 2021	RACISM IN MEDICINE PANEL DISCUSSION Natalie Anumba, PhD; Pan-Yeng Fan, PhD; Yoel Carrasquillo Vega, MD
Nov 2021	TRANSGENDER DAY OF REMEMBRANCE Chastity Bowick, Executive Director of the Transgender Emergency Fund
Dec 2021	BUILDING THE NEXT GENERATION OF DIVERSE FACULTY AT ACADEMIC HEALTH SCIENCE CENTERS Nelson Sanchez, MD, Associate Professor of Medicine at Memorial Sloan Kettering Cancer Center and Weil Cornell Medicine
Feb 2022	WORCESTER'S BLACK HISTORY PROJECT Deborah Hall, Founder of the Worcester Black History Project David Conner, Director of Community Engagement at the Worcester Historical Museum Kimberly Toney, Director of Indigenous Initiatives at the American Antiquarian Society
March 2022	EXPLAINING RACIAL DISPARITIES IN HEALTH: THE LIMITATIONS OF IMPLICIT BIAS Khiara M. Bridges, JD, PhD, professor of law at UC Berkeley School of Law
April 2022	ADDRESSING SYSTEMIC RACISM WITH A FOCUS ON THE AAPI COMMUNITY Leverett Wing, president and CEO of the Commonwealth Seminar
May 2022	ASIAN WOMEN FOR HEALTH Chien-Chi Huang, Executive Director of Community-Based Network Asian Women for Health

Diversity Campus Read

In the fall of 2021, the DIO hosted the Diversity Campus Read featuring *Medical Apartheid* by Harriet A. Washington and *The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together* by Heather McGhee. All campus community members were also invited to participate in a series of [group discussions](#) facilitated by the DIO from December through February. A [discussion guide](#) was also prepared to encourage departments to host and facilitate their own book discussions. These discussions offered participants the opportunity to learn from diverse perspectives of other readers, and to elaborate and expand on the



information presented in each book. The Diversity Campus Read concluded with author of *Medical Apartheid* Harriet A. Washington engaging in a series of virtual discussions with students, senior administrators and the campus community about medicine's tumultuous relationship with the Black community and how it has perpetuated and benefited from anti-Black racism.

Weekly DEI Training Series

Since September 2021, the DIO has been offering monthly drop-in trainings on implicit bias, inclusive search processes, being an upstander and addressing microaggressions, inclusive communication, and inclusive leadership. More than 500 UMass Chan community members have attended at least one training.

Anti-Racism Challenge

In the spring of 2022, the DIO launched the [21-Day Anti-Racism Challenge](#) for UMass Chan, a self-directed challenge providing participants the opportunity to learn about several DEI themes as well as ways to take a more active role in anti-racist work. For each day, a selection of recommended activities and probing questions to read, watch, listen and engage with were featured. To complement the challenge, the DIO also hosted weekly zoom discussion sessions offering participants the opportunity to dialogue with others in their community on each week's content. The challenge also featured an extensive list of resources that participants could use in a self-directed manner.

Diversity and Inclusion Monthly Celebrations

Heritage months are important reminders of how much strength we draw as a nation from our multicultural roots and our values as a nation of diverse peoples. Our institution and country owe a great deal to all of these groups that have made tremendous contributions to our history and existence. Each has a history of achievement, resilience and success that we should celebrate. But for many, there is also a history of profound suffering, loss, and barriers to life, wellness, and prosperity. The DIO continued to acknowledge and celebrate various historic events and figures from marginalized groups who have contributed to our history. These celebrations serve as an opportunity to illuminate for the UMass Chan community the contributions of various individuals and communities to the country's history. Below is a list of celebrations for the 2021-2022 year.

LGBTQ Convocation Luncheon

The UMass Chan Medical School community marks the start of the academic year at Convocation and holds a series of ceremonies celebrating students and faculty achievement. Included in the slate of events is the annual LGBTQ Luncheon that brings the community together to learn about health issues members of the LGBTQ community face and to commit to eliminating barriers and resolving disparities. This event aims to raise interest in the campus's collective commitment to fostering a more diverse, equitable and inclusive environment. In September 2021, UMass Chan hosted Ben Green, LGBTQ consultant, who offered a framework for understanding gender and facilitated a panel of UMass Chan community members, Yasmin Carter, PhD; Carla Delacruz Davila; and Jorge Sanchez, as they discussed LGBTQ rights.

Hispanic Heritage Month Celebration

In honor of Hispanic Heritage Month, the DIO hosted Quinsigamond Community College president Luis Predraja, PhD, who presented, "The Other Pandemic: Systemic Racism & the Latinx Community" in Oct. 2021. Hispanic Heritage Month is a time when UMass Chan joins the nation in recognizing the vibrant, foundational and continued contributions of the Latinx community and celebrates the faculty, staff and learners of Latinx heritage who have contributed to UMass Chan's success.

Martin Luther King Jr Celebration of Service

The Martin Luther King Jr. Celebration of Service is an opportunity for the community to come together and celebrate the legacy of Dr. King by highlighting the importance of service. The theme incorporates King's lasting message, "Everyone can be great because anyone can serve." It is a time to recognize the many hours of community and health service that are provided annually by members of the academic health sciences community to Worcester and the world.

This year's celebration featured keynote speaker Noel Manyindo, MD, chair of community health and social medicine at CUNY School of Medicine and former assistant commissioner of the New York City Department of Health and Mental Hygiene. Dr. Manyindo spoke about advancing health equity and social justice through community health. Chancellor Michael F. Collins also recognized Mary Munson, PhD, professor of biochemistry & molecular biotechnology and vice chair of diversity for the department, as the recipient of the annual Chancellor's Award for Advancing Institutional Excellence in Diversity and Inclusion.

Black History Month

In February 2022, the DIO invited two dynamic women to accompany the Medical School in centering Black lives as part of its commitment to diversity, equity and inclusion during and beyond Black History Month. On Feb. 9, medical ethicist, award-winning medical writer and editor Harriet Washington gave two virtual talks on her book *Medical Apartheid*. On Feb. 16, Deborah Hall, founder of the Worcester Black History Project, presented, recognized and celebrated the experiences of Black people in Worcester through the Worcester Black History Project.

Asian American Pacific Islander Month

On May 11, 2022, the DIO collaborated with Commonwealth Medicine to host Leverett Wing, president and CEO of the [Commonwealth Seminar](#). Mr. Wing shared personal and historical narratives of anti-Asian racism in the United States and spoke on the ways the model minority myth contributes to the dismissal of issues of inequity in the Asian community.

Juneteenth

On June 15, 2022, the DIO led the UMass Chan community in a virtual celebration of Black joy through art and poetry in celebration of Juneteenth. The day featured Kajette Solomon, social equity and inclusion program specialist at Rhode Island School of Design's Museum of Art, who presented, "Black Art: In the Absence of Light." Following the online discussion, members of the UMass Chan community were invited to attend one of three events: an online poetry breakout room facilitated by members of the DIO; an art workshop facilitated by Sha'Asia Medina, director of The Village, an Afrocentric cultural, learning and healing center in Worcester; and a button-making event facilitated by the DIO and the Lamar Soutter Library.



Colorful buttons were made by members of the UMass Chan Medical School community during a celebration of Juneteenth.

LGBTQ Pride

The DIO recognized Pride Month with two events focused on the experiences of LGBTQ families. The DIO chose to focus on families for Pride Month to help the UMass Chan community broaden and normalize its understanding of families. "Fighting for our families: A community-placed study of LGBTQ+ childbearing hardships, harms and hope for a brighter future" was presented by Kodiak Soled, PhD, vice president of the Lesbian Health Fund at GLMA: Health Professionals Advancing LGBTQ+ Equality, and a postdoctoral research fellow in the Department of Population Medicine at Harvard Medical School. During her talk, Dr. Soled shared stories of LGBTQ+ family-building experiences and talked about the importance of conducting research in partnership with communities. "Centering the Margins: Building and supporting LGBTQ families" featured a panel of UMass Chan colleagues who shared their experiences as parents and children of LGBTQ families.

UpNext!

The DIO continued to publish its UpNext! newsletter, centering the narratives of our marginalized community members and highlighting their accomplishments, as well as bringing attention to diversity, equity and inclusion issues. Over the past year, the DIO

published more than 47 issues, and by June 2022, was sent electronically to more than 12,000 recipients per week.

RECRUITMENT, RETENTION AND ADVANCEMENT

Affinity Groups

Recognizing the importance of affinity groups in fostering a sense of belonging, the DIO launched two new affinity groups for faculty and staff of color. The *African American, Latinx, Asian and Native American* (AALANA) affinity group for faculty of color and *Colorful Voices* for staff of color were launched in the fall of 2021. Since launching, the groups have been meeting on a monthly basis. The affinity groups host two networking events a year and two professional development opportunities a year.

Learners of Color Orientation

The DIO, with support from UMass Chan Medical School student leaders, hosted the first Learners of Color Orientation over two days in August 2021. Students from the Morningside Graduate School of Biomedical Sciences, the Tan Chingfen Graduate School of Nursing and T.H. Chan School of Medicine attended the event, which included a mixer at a local restaurant for students to get acquainted and a series thematic workshops centered around health and wellness topics, acknowledging stress as inevitable in transitions but offering tools



From left, GSN student Reginald Sarpong; MD/PhD candidate Abiola Ogunsola; Daniel Ugochukwu, SOM'24; and PhD candidate Cesar Bautista Sotelo speak during the Learners of Color Orientation.

to cope. Other sessions included “Charting your academic and professional path,” which gave tips on self-branding and the importance of finding mentors. The “Living your best life” session covered tips for managing finances, navigating the city and life on campus as an LGBTQ+ and/or a person of color.

Rubric for Evaluating Yearly DEI Contributions

To assist department chairs in assessing their faculty’s yearly contributions to DEI efforts, the DIO in collaboration with the Office of Faculty Affairs, developed a rubric with sample activities and actions that illustrate meaningful DEI contributions.

Committee for Equal Opportunity and Diversity Restructure

The Committee on Equal Opportunity and Diversity (CEOD) sub-committees will serve in an advisory capacity to the chancellor, as well as to the DIO. The committees were reduced from ten sub-committees to three. The new committees—service, education and advocacy—will identify, elevate and implement signature organizational policy, procedural and community engagement opportunities to maximize equity, access and inclusivity across all diversity domains. Wherever possible, the CEOD works in collaboration with clinical partner, UMass Memorial Health and UMass Chan Medical School shared services and programs to advance the service, education and advocacy initiatives.

Diversity for HIM

In the summer of 2022, the DIO launched Diversity for Health Care, Innovation and Medicine (Diversity for HIM) with the purpose of increasing representation of Black men and other groups underrepresented in medicine, health care and biomedical sciences. As part of this effort, the DIO partnered with Morehouse School of Medicine in Atlanta and the CUNY School of Medicine in New York City to host 11 rising second year medical students for a 4-week Summer Learning Opportunity (SLO). During their time at UMass Chan, students participated in a clinical rotation and research experience. Students were matched with a faculty and/or resident mentor based on their interests and goals. Students also participated in didactic Friday seminars featuring several professional development topics with the purpose of preparing them for residency.



SLO students were invited by Chancellor Collins to his house for dinner

Emerging Professionals Summer Internship Program

This year, the DIO hosted 11 students for its Emerging Professionals Summer Internship Program (EPSIP), a ten-week paid internship experience for talented college students. This “pathway” program is designed to provide students underrepresented in medicine with the opportunity to explore potential administrative careers in an academic health science center.

Partnership with the Nipmuc Tribe of the Hassanamisco Band

In the fall of 2021, UMass Chan committed to developing a deeper understanding of the relationship between the institution, the Native American and Indigenous peoples of this region, and the land on which UMass Chan is built. To realize this commitment, the DIO partnered with members of the Nipmuc Tribe to engage in meaningful and mutually beneficial relationships. Through this partnership, we committed to creating educational opportunities and access for members of the Nipmuc Tribe and other tribal youth from New England, as well as to developing opportunities for our UMass Chan and surrounding community to learn about indigenous health and healing.

Inclusive Search and Hiring Trainings and Tip Sheet

To help guide search committees in the hiring process, the DIO developed and disseminated a toolkit featuring actions for incorporating equity and diversity. This resource includes search and hiring tips to consider during the hiring process, focusing on recruitment, search committee composition and roles, navigating conversations about fit, unconscious bias, and offering the job and onboarding new hires.

National Center for Faculty Development & Diversity (NCFDD)

In May 2022, UMass Chan became an institutional member of the [National Center for Faculty Development and Diversity \(NCFDD\)](#). The independent center provides professional development, training and mentorship opportunities to more than 83,000 members representing colleges and universities in the United States. As an institutional member, faculty members, academic professionals and learners get access to the center's online resources, which include workshops, webinars and seminars on topics related to faculty life, such as increasing writing productivity, prioritizing and managing time, cultivating mentors, securing external funding, and maintaining work-life balance.

ACCOUNTABILITY AND QUALITY IMPROVEMENT

Departmental Diversity and Equity Action Plans

To reach the deepest levels of change and accountability, the five institution-wide DEI pillar priorities must live and breathe in the work of departments and control units. In pursuit of this goal, the first phase of this work was undertaken this spring 2022, beginning with nine academic and six administrative departments and units that will help us pilot the development and implementation of departmental strategic plans which we are calling Diversity and Equity Action Plans (DEAPs). Below is a list of participating academic and administrative units that have been enthusiastically accepted the invitation to develop their own DEAP with the assistance and support of the DIO. Departmental DEAPs will align with the five priority areas highlighted in the diversity pillar of the strategic plan. All departments were given a planning toolkit in February of 2022 that provided departments with a range of resources to assist with departmental efforts.

DEPARTMENTS PARTICIPATING IN THE DEAP PILOT:

Academic and Clinical Departments

Biochemistry and Molecular Biotechnology
 Family Medicine and Community Health
 Medicine
 Graduate School of Nursing
 Obstetrics and Gynecology
 Pediatrics
 Population and Quantitative Health Sciences
 Radiology

Administrative Units

Commonwealth Medicine
 Communications
 Government and Community Relations
 Library
 Public Safety

Community of Practice

Pilot departments were brought together as a community of practice in February 2022. The community of practice model will continue to be used so that departments can engage with and learn from each other as they engage in this critical work.

LOOKING AHEAD

In the year ahead, the DIO in collaboration with UMass Chan partners, will focus on creating a mechanism by which we can measure progress of our DEI pillar and the departmental action plans, assess and address cultural climate concerns, increase representation of groups historically underrepresented and excluded in medicine, and identify areas where we still have gaps and provide institutional leaders with tools to maintain this work.

NEW INITIATIVES IN THE COMING YEAR

Culture and Climate

In Spring 2023, we will launch the Diversity Engagement Survey. To increase engagement and response rates, the DIO is planning a series of symposia, townhalls and virtual conversations to inform the UMass Chan community of our data collection efforts, their purpose, and the ways in which data will be used to monitor progress and align results with programming and resources.

The DIO also plans to train 30 faculty, administrators, staff and learners on restorative justice practices with the hope of building capacity to facilitate regular community building circles to address institutional and departmental climate concerns as well as national and global crises that impact our community in direct and indirect ways.

The physical environment of learning, research and work plays a significant role in fostering a sense of belonging. A space that is diverse, inviting and inclusive helps our community members feel like they belong and like they are valued members of our community. For this reason, in the coming year, the DIO will be conducting an analysis of our physical spaces to examine the ways we can make them more inviting, inclusive and accessible to all members of our community.

Education and Engagement

The DIO will also be expanding its current DEI curricular and professional development offerings to include workshops and trainings focused on fostering inclusive classroom, clinical and research environments. Trainings for chairs, directors and other administrative leaders

will also be offered beginning in the 2022-2023 year. Finally, to increase engagement with DEI curricular and professional development offerings as well as to level set knowledge and build capacity to engage in this critical work, DIO will implement a new DEI education requirement. All faculty seeking reappointment will be asked to earn three hours of DEI-related training per year. All staff during their annual evaluations will also be asked to earn three hours of DEI-related training per year to receive a rating of satisfactory or above under their DEI competency.

Recruitment, Retention and Advancement

The DIO will continue to expand its relationships with minority serving institutions to offer summer learning opportunities and develop other pathway programs with the focus of increasing representation of students and learners underrepresented in medicine and health sciences. We will also work with the Office of Faculty Affairs to implement the new DEI rubric for evaluating yearly DEI contributions so that faculty are recognized for seen and unseen labor that contributes to our institution's overall mission of becoming a diverse and inclusive medical school. Finally, we will be instituting a DEI track of distinction for faculty who go above and beyond their expected DEI efforts and who have clearly demonstrated a commitment to making UMass Chan Medical School an innovative institution that prioritizes diversity, equity and inclusion at every level.

Accountability and Quality Improvement

Tracking our institution's demographics and other data helps to measure UMass Chan's progress in the concrete actions established for meeting our DEI goals. In fact, data is a core component in our DEI policy and DEI pillar, as reflected in the fifth priority area. As part of the institution's LCME accreditation process, the DEI policy includes a commitment to clearly define and delineate who is included as a member of a historically underrepresented in medicine group. Therefore, information on the demographics for learners, faculty and staff can found in the diversity dashboard on the DIO website. This dashboard allows us to establish a baseline assessment of the current institutional demographics and climate so that we may track progress annually and assess the effectiveness of the various initiatives outlined in each of the priority areas in our DEI pillar.