



Commonwealth Medicine Cultural Diversity (Continued)

- Co-sponsored with the Disability Committee and Veterans Employee Resource Group: “Veterans with Disabilities and Employment” panel discussion.
- Hosted Global Get-Together – International Potluck. 50+ staff participated in this community building, education and recruitment effort.
- Integrated DIOs mission and principles as well as CWM CDC information, education, messaging and resources into CWM KEY (Knowledge, Exploration, You) On-boarding program for all new hires as of January this year. Nearly 100 new staff participated.

FY18 Goals:

- To promote and create a safe space for CWM staff to discuss areas of interest, concern, perception and diversity and inclusion needs in their work environment.
- To support efforts to build a diverse and inclusive health and public service workforce.
- To increase leadership knowledge and skills to identify/integrate diversity and inclusion best practices/competencies into program/departmental management and supervision.
- To support efforts to expand the base network of diversity and inclusion champions and strengthen workplace diversity.
- To assess and explore mentorship opportunities for underrepresented employees.

Disabilities

Executive Sponsor: Joan Vitello, Dean, Graduate School of Nursing
Co-Chairs: Melissa Anderson and Linda Long

FY17 Accomplishments:

- Hosted the following five programs:
 - Emergency ASL Training Session (September 2016).
 - Assistive Technology Expo (October 2016).
 - Assistive Technology Library Exhibit (October 2016).
 - Veterans with Disabilities and Employment Session (November 2016).
 - Book Reading: *Laughing at My Nightmare*, co-sponsored with Civility Subcommittee (June 2017).
- Continued the work of the Access @ Work Task Force which is designed to bring accessibility to electronic communication for the university.

FY18 Goals:

- Increase awareness about the importance of the Americans with Disabilities Act by hosting a viewing of the film, “Lives Worth Living.”
- Increase awareness about living with a disability by having at least three programs/offerings related to disabilities.
- Support efforts to make UMass an “Employer of Choice” for people with disabilities by following up on activities begun in the Access @ Work Task Force.



International

Executive Sponsor: Anthony Carruthers, Dean, Graduate School of Biomedical Sciences
Co-Chairs: Robert Layne and José Lemos

FY17 Accomplishments:

- Co-Sponsored the Immigration Listening Session update on 2/3/17 and the Law presentation on 2/14/17 regarding the Executive Order.
- Hosted a presentation on the Zika Virus by Dr. Sharone Green, from Infectious Disease on 2/28/17. General overview, mode of transmission; signs and symptoms; treatment and prevention (including travel information).
- Spearheaded with DIO and International Festival Committee the 12th Annual International Festival. More than 1,300 people attended the festival and learned about numerous cultures at UMMS through entertainment, food, and vendor items.

FY18 Goals:

- To assure a seamless transition for International students and scholars into UMMS and Central Massachusetts. Support HR Immigration Services Dept. and representatives helping those working and studying at UMMS.
- Educate employees about the 90 countries and numerous cultures that make up the UMMS community and staff the International Educational Booth in the cafeteria during International Educational Week.
- Design a short survey on international students and scholars experience at UMMS.
- Host a seminar on Ebola Virus.
- Plan an Inter Culture Panel discussion.

Lesbian, Gay, Bisexual, Transgender and Allies

Executive Sponsor: Brendan Chisholm, Chief of Staff, Chancellor’s Office
Co-Chairs: Shawn Morrissey and Kenneth Peterson

FY17 Accomplishments:

- Created community presence, increased awareness of LGBT concerns.
 - More than 85 people attended the 5th annual Convocation Luncheon in September 2016. This event engaged UMMS students, staff, faculty and leadership in discourse on LGBT awareness for bisexual individuals. Keynote “Changing Landscape of Identity” by Robin Ochs.
 - Developed with UMMS nursing and medical students and UMMHC patient experience department a plan for LGBT Patient and Family Advisory Council (PFAC).
- Increased social presence and community engagement on Charter3 TV’s New England Pride TV - Health in the LGBT community, promoted UMMS and UMMHC as allies to the LGBT community.
- Engaged in nursing and medical student community engagement activities as Faculty for the 2016 Population Health Clerkship: Access to Quality Health Care and Services.
- Increased cultural competence and enhanced cultural humility:
 - Facilitated a lunch-and-learn documentary film: Genderf’kation: A Gender Emancipation of UMMS and UMMHC. Panel discussion with allies and transgender individuals from the local community.
 - Sponsored Annual Lecture on LGBT Health, implemented ongoing LGBT cultural competency curriculum for GSN graduate nursing students.



FY18 Goals:

- Increase awareness of LGBT specific concerns and enhance community presence.
- Increase social presence and community engagement.
- Develop LGBT specific cultural competence/humility.
- Promote UMMS as employers of choice and an open and diverse educational institution.

Minority Academic Advancement (MAAC)

Executive Sponsor: Terence Flotte, Provost and Dean, School of Medicine
Co-Chairs: José Lemos and Steve Stowe

FY17 Accomplishments:

- Grant Peer Review K and R Workshop to benefit minority and junior faculty attracted over 100 participants, including some from WPI.
- Participated in the FDSP Review, Welcome reception for new URM faculty, and continue in our role as an Advisory Group.
- SACNAS chapter started by Dr. Teresita Padilla and UMMS students.

FY18 Goals:

- Review and redesign the structure, goals and name of this committee
- Recruit additional URM Faculty to lead and support the MAAC.
- Build an inclusive work environment through increased engagement of Black, Hispanic and LGBT faculty and staff.

MassBiologics Diversity Committee (MDIC)

Executive Sponsor: Mark Klempner, Executive Vice Chancellor, Mass Biologics
Co-Chairs: John Finch and Jeffrey Way

FY17 Accomplishments:

- MDIC committee members all completed “train the trainer” training on case study dive into Diversity training.
- Incorporated employee recognition into MassBiologics events starting with MassBiologics 100-year patent celebration, responding to Diversity & Inclusion survey results.
- MassBiologics evaluated organization-wide resources and communication of project priorities, responding to Diversity & Inclusion survey results.
- MDIC met with John Trobaugh to discuss how the committee could better serve the faculty and staff at MassBiologics. From this meeting they were able to generate many ideas including two that became goals for FY18.

FY18 Goals:

- Invite and host 3 outside speakers to discuss diversity in the work place, targeting leaders in Bio Manufacturing and related industries. Speakers will speak to their personal experiences as members of underrepresented groups in their industries.
- Brand the MDIC to help make them more visible in the organization. Branding to include a logo and slogan along with a small marketing item to be given to staff and other University personnel. Goal to increase Diversity committee membership by 25% or 2-4 members.



Mature Workforce



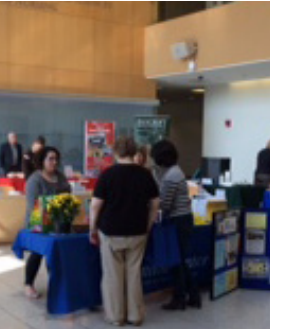
Executive Sponsor: Luanne Thorndyke, Vice Provost, Office of Faculty Affairs (joined by Joanna Cain, Director of Talent Management for OFA)
Co-Chairs: Ella Covello and Sue Tremallo

FY17 Accomplishments:

- Sponsored 2016 Healthy Aging Fair; 25 vendors with more than 400 people attending and increased membership.
- Sponsored 2016 Gadgets seminar; over 30 attendees.
- Sponsored 2017 Massachusetts State Retirement Board presentation; over 130 attendees.

FY18 Goals:

- October 2 – Healthy Living Fair Disabilities will be co-sponsoring; 30+ vendors expected.
- Offer additional programming for our aging workforce, including retirement and technology seminars.



Professional Women

Executive Sponsor: Jennifer Berryman, Vice Chancellor, Communications
Co-chairs: Tammy LeBlanc and Carla Diaz

FY17 Accomplishments:

- New members: 21 from Schraff’s Center and 20 from Worcester and Shrewsbury.
- Hosted an event: Myths and Realities of Mentoring. Dr. Luanne Thorndyke presented to 40 women.
- Published three newsletters.
- Brion Carroll spoke to a group of Managing your Career at UMMS; 25 attended.
- Social Media Platforms Presentation discussed led by Myra Zhinin; 26 attended.
- Dress for Success Collection and Sale. The event raised \$2,405.62 and additional \$340 at the Multicultural Women’s Health Summit.
- Co-Sponsored event with Women’s Faculty Committee: Women’s History Month Event: slide presentation highlighting accomplishments of women at UMMS, 122 people in attendance.
- Co-sponsored with CWM CDC: “A Dialogue: Thoughts about Leadership from a Woman’s Perspective!”
- Held an Evening of Relaxation: Zentangle Class at South Street; over 25 participated.
- Collaborated with the Women’s Faculty Committee to establish a Mother’s Room in the Albert Sherman Center.



FY18 Goals:

- Publish three newsletters.
- Update the presentation highlighting accomplishments of women.
- Host Dress for Success Collection and Sale.
- Work with HR to initiate a mentoring program for newly hired staff.
- Create a closed Facebook page for professional women to share ideas and professional news.





About the CEOD

In keeping with our commitment to diversity and inclusion, UMMS has established the Committee on Equal Opportunity and Diversity (CEOD), a standing committee that reports to Chancellor Collins. CEOD subcommittees serve as employee affinity groups or networks. They provide education and awareness and offer opportunities for professional and personal growth for the entire academic medical center community. The CEOD works in collaboration with the employee resources groups of our clinical partner, UMass Memorial Health Care. The subcommittees of the CEOD are as follows:

Civility: promotes a sustainable civil culture by raising awareness through events, education and training.

Commonwealth Medicine Diversity Committee: represents CWM's commitment to supporting employee diversity and inclusion in our workforce.

Disabilities: works to ensure that UMMS is an inclusive workplace for individuals with disabilities.

International: welcomes and provides support to UMMS international employees and their families.

Lesbian, Gay, Bisexual, Transgender and Allies: supports the University in its commitment to an environment that is respectful, fair and affirming to all who work and study here, regardless of sexual orientation and gender identity.

MassBiologics Diversity and Inclusion Committee: represents MassBiologics' commitment to supporting employee diversity and inclusion in our workforce.

Mature Workforce: serves as an advocate to identify issues and concerns of the mature worker at UMMS and to develop resources and programs to address these issues and concerns.

Minority Academic Advancement (MAAC): committed to increasing the diversity of faculty, residents and students at UMMS; supports the recruitment and academic success of faculty, residents and students from underrepresented minority groups.

Professional Women: works to improve the lives of professional women at UMMS through provision of a variety of mechanisms and supports.



CEOD Achievements for FY 2017 and Goals for FY 2018

Over the past year, the UMass Committee on Equal Opportunity and Diversity has continued its long-standing tradition of service, supported by the tireless efforts of our membership and as reflected by the key accomplishments described in this brochure.

In particular, we have now completed the assessment phase of our "synergy project," Bullying: Beyond Finger Pointing to a Culture of Respect. Led by our external consultant Joanne Calista, Executive Director of the Massachusetts Center for Health Impact, we conducted a broad-based environmental assessment across our diverse array of sites and business units. We are excited about moving into the action phase of this project based on the important lessons learned and insights gained to date.

As you review this portfolio of work, we are sure that you will join with us in describing the CEOD as a "force for good" that captures the diversity, heart, soul, and richness of our institution.

Eydie and Jeroan

Jeroan Allison, MD, MS Co-chair

Edith Cullen, MBA, MPA Co-chair

*If you would like to join or get more
information on the CEOD or its subcommittees,
please email Holly Brown: CEOD@umassmed.edu
Diversity & Inclusion Office: 508-856-2179
www.umassmed.edu/DIO/CEOD*



UMassMemorial
Health Care



University of
Massachusetts
UMASS Medical School

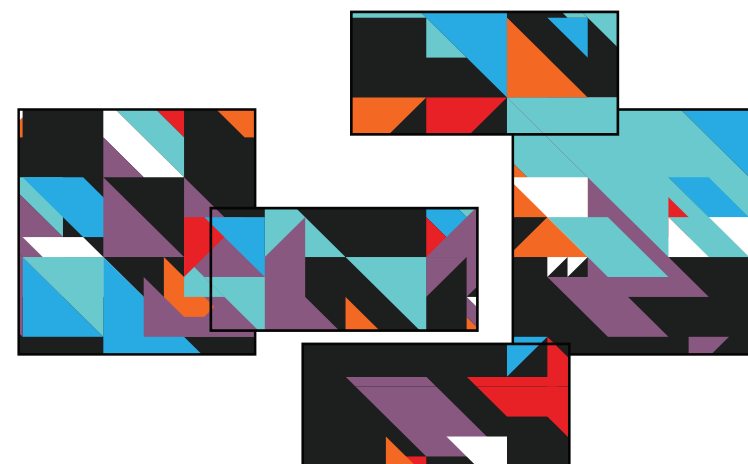


CEOD

Committee on Equal Opportunity and Diversity

2016-2017 Annual Meeting Report

June, 2017



CEOD Subcommittee Achievements for FY 2017 and Goals for FY 2018

Civility

Executive Sponsor: Jim Leary, Vice Chancellor, Government and Community Relations

Co-Chairs: Tom Hopkins and Yasmin Carter

FY17 Accomplishments:

- Collaborated on the Campus Read of David Sheff's *Clean* (Prepared resource listing, Promoted awareness).
- Collaborated with Cultural Diversity Committee on Campus Read Diversity Dialogue: The Impact of Opioid Addiction and Stigma on Massachusetts Families (South Street, Charlestown).
- Participated in development of Synergy Project: "Bullying: Beyond Finger Pointing to a Culture of Respect."
- Led Mindfulness sessions at South St.
- Hosted Civility Station at International Festival: Graffiti Wall of Gratitude; pictures/messages of civility and cultural identity and inclusion.
- Collaborated with Disability Committee and CWM Cultural Diversity Committee on Book Discussion: *Laughing At My Nightmare*.

FY18 Goals:

- Collaborate with LGBT Committee for a discussion about culturally-sensitive language.
- Collaborate with CWM Cultural Diversity and Disability Committees on a lunch-time reading/discussion about civility across cultural differences.
- Lead the next phase of the CEOD Synergy Project.
- Host Civility Table at the International Festival.



Commonwealth Medicine Cultural Diversity

Executive Sponsor: Joyce A. Murphy, Executive Vice Chancellor, Commonwealth Medicine

Co-chairs: Jorge Sanchez, Theresa McGauley-Keaney

FY17 Accomplishments:

- Co-sponsored/hosted with Professional Women's Committee: Diversity Dialogue Series: Thoughts about Leadership from a Woman's Perspective. These sessions provided a safe environment to share concerns, identify issues, and establish pathways to relationships that would support women across all levels.
- Coordinated and hosted Massachusetts Disability Mentoring Day Mentees as part of National Disability Employment Awareness Month. This effort increased participation and provided access to potential qualified candidates in several business areas, including marketing and communications, research, and administrative services.
- Co-sponsored/hosted #statewithoutstigma dialogue series to address the impact of opioid addiction and stigma on Massachusetts families. Through the sharing of personal stories and impacts of addiction, increased awareness, afforded a safe and supportive environment and resources to address staff and family issues.
- Sponsored/Hosted a "Communicating Across Cultures" training. Over 100 staff attended these sessions.

(Continued >>)