Mature Workforce
Co-chairs: Ella Cotello and Sue Tremallo

FY16 Accomplishments:
- Served as advocate for staff and faculty that are over the age of 40 through educational and professional development programs and events.
- Sponsored three lunch-and-learn programs of which two were on elder law/elder care.
- Set up informational tables in the cafeteria and at the International Festival to increase awareness of committee which resulted in an increase in committee membership of 10.

FY17 Goals:
- Sponsor and co-sponsor seminars that are valuable not only to the mature workforce but to all UMMS workers.
- Sponsor the first annual Resources for Healthy Aging luncheon event, providing useful resources and information from community sources.

Professional Women
Co-chairs: Tammy LeBlanc and Christine Pimentel

FY16 Accomplishments:
- New Member Breakfast in the fall. We gained 15 new members
- Co-Sponsored event with Lt. Governor Karyn Polito for Women’s History Month
- Held a Zentangle Class for Relaxation and Mindfulness with 25 attendees
- Three newsletters were published and distributed to the professional women of UMMS.
- Sponsored a boutique with clothing donated by UMMS employees to support Dress for Success. The event raised $1800 for the Dress for Success program to assist women returning to the workforce.
- We held three Excel Training Tip Lunch-and-Learns held on Main Campus, South St and Charlestown with a total of 130 attendees

FY17 Goals:
- Host three Lunch & Learns (Social Media, Interview Skills/LinkedIn, and resume writing)
- Continue to raise awareness of women’s contribution through publishing of three newsletters
- Sponsor a volunteer event in collaboration with a non-profit women’s organization
- Design and execute a Mentor/Mentee Program
- Work with CWM CDC to bring speaker to UMMS (Women support Women)
- The art of relaxation (Host a zentangle or painting class)
- Spot light on our website (Featuring a different employees/month)
- Work with CWM CDC to bring speaker to UMMS (Women support Women)
- Co-Sponsored event with Lt. Governor Karyn Polito for Women’s History Month
- Held a Zentangle Class for Relaxation and Mindfulness with 25 attendees
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- We held three Excel Training Tip Lunch-and-Learns held on Main Campus, South St and Charlestown with a total of 130 attendees

International

International Committee

Co-chairs: Robert Layne and José Lemos

FY16 Accomplishments:
- Improved communication between the Sub-committee’s participation in the planning of the International Festival and the DIO
- 1,300 community members (largest attendance in its 11 year history) in attendance for the Festival which included sampling of cuisines from around the world.
- Promotions Work Group created additional posters and brochures to help promote the event. This awareness campaign, resulted in three new members joining the committee.

FY17 Goals:
- We will schedule meetings with the Co-Chairs of the Diversity Committee and the Commonwealth Cultural Diversity Committee to discuss programs that we can collaborate and co-sponsor for the upcoming year.

LGBTQ Research Committee

LGBTQ Research Committee

FY16 Accomplishments:
- Created community presence and increased awareness of LGBT specific concerns
- More than 60 individuals attended the 4th Annual LGBTQ Research Luncheon in September 2015. This event engaged UMMS students, faculty and leadership in discourse on LGBT awareness and trends in academic medical centers and health professions education.
- Keynote by John Paul Sanchez, MD, MPH from the Office of Diversity and Community Engagement Rutgers New Jersey Medical School.
- Increased social presence and community engagement
- LGBTQ sponsored a table at the 2015 Annual Worcester Pride Event on the Worcester Common.
- Members of the LGBTQ committee marched with UMMS student group in the 2015 Annual Worcester Pride parade.
- LGBTQ Partnered with UMass student group for distribution of ID badge pride symbols.
- Increased cultural competence and enhanced cultural humility by developing and facilitating LGBTQ-specific education sessions.
- Facilitated a lunch and learn session to discuss a LGBT research study.
- We published revised LGBTQ definitions.
- Co-Sponsored with UMass Department of Surgery a community talk to more than 25 students, staff, faculty and providers from our academic medical center. LGBT advocacy and right in health care by Dr. Jessee Ehrenfeld, Director LGBT health at Vanderbilt Medical School.
- Sponsored an Annual Lecture on LGBT Health for GSN advanced practice nursing students.

FY17 Goals:
- Increase awareness of LGBTQ specific concerns and enhance community presence
- Increase social presence and enhance community engagement
- Develop LGBT-specific cultural competence/humility: Prioritize Transgender matters for UMMS and UMMC.
- Align UMMS LGBT policies with National standards
- Promote UMMS as an employer of choice and an open and diverse educational environment
- Enhance knowledge and networking through exploring best practices of LGBT matters: local, regional, national

Minority Academic Advancement (MAAC)

Minority Academic Achievement Committee

Co-chairs: José Lemos and Jaime Rivera

FY16 Accomplishments:
- In collaboration with the Office of Research, co-sponsored the NIH R01 Grant Peer Review Workshop to benefit minority and junior faculty.
- Participated in the 2016 FDSP Review that resulted in the approval of funding for 3 new scholars.
- Spearheaded the first welcome reception for new URM faculty in collaboration with the Office of Research, Office of Faculty Affairs and DIO.

FY17 Goals:
- Continue efforts to provide mentoring and devise more efficient mentoring, recruitment and retention strategies for URM faculty and junior faculty.
- Continue our efforts to support and improve the FDSP in collaboration with DIO and OFA.
- Continue to support URM faculty, as well as graduate, medical and postdoctoral students.
- Support NIH grant peer review workshop for minority faculty.
- Welcome new underrepresented minority faculty at UMMS.

Disabilities

Disabilities Committee

Co-chairs – Melissa Anderson and Linda Long

FY16 Accomplishments:
- Sponsored the program,” The Americans with Disabilities Act: Where have we been? Where are we going?” on June 29, 2015
- Planned and executed an Assistive Technology Expo (ACT: Where have we been? Where are we going?” on Disabilities Committee

FY17 Goals:
- To expand the Anti-stigma pledge across the Commonwealth Medicine enterprise

LGBTQ Research Committee

LGBTQ Research Committee

FY16 Accomplishments:
- Provided input on reasonable accommodations policies and procedures
- Provided input on website accessibility
- Active participation in the CEOD Synergy Project, Bullying: Beyond Finger-Pointing to Creating a Culture of Respect
- Provided input on raising awareness
- Active participation in the CEOD Synergy Project, Bullying: Beyond Finger-Pointing to Creating a Culture of Respect

FY17 Goals:
- Promote UMMS as an employer of choice and an open and diverse educational environment
- Enhance knowledge and networking through exploring best practices of LGBT matters: local, regional, national

MassBiologics Diversity Committee

MassBiologics Diversity Committee

Co-chairs – John Finch and Jeffrey Way

FY16 Accomplishments:
- Added 3 new members to MDC
- Completed Inclusion workshops, facilitated by Dr. Plummer, to 90% of our staff
- Integrated Recognition program with University Recognition
- Created a new mentoring, recruitment and retention strategies for URM faculty and junior faculty.

FY17 Goals:
- Continue efforts to provide mentoring and devise more efficient mentoring, recruitment and retention strategies for URM faculty and junior faculty.
- Continue our efforts to support and improve the FDSP in collaboration with DIO and OFA.
- Continue to support URM faculty, as well as graduate, medical and postdoctoral students.
- Support NIH grant peer review workshop for minority faculty.
- Welcome new underrepresented minority faculty at UMMS.

Mature Workforce

Mature Workforce Committee

Co-chairs: Ella Cotello and Sue Tremallo

FY16 Accomplishments:
- Served as advocate for staff and faculty that are over the age of 40 through educational and professional development programs and events.
- Sponsored three lunch-and-learn programs of which two were on elder law/elder care.
- Sponsored the first annual Resources for Healthy Aging lunchtime event, providing useful resources and information from community sources.

Professional Women

Professional Women’s Committee

Co-chairs: Tammy LeBlanc and Christine Pimentel

FY16 Accomplishments:
- New Member Breakfast in the fall. We gained 15 new members
- Co-Sponsored event with Lt. Governor Karyn Polito for Women’s History Month
- Held a Zentangle Class for Relaxation and Mindfulness with 25 attendees
- Three newsletters were published and distributed to the professional women of UMMS.
- Sponsored a boutique with clothing donated by UMMS employees to support Dress for Success. The event raised $1800 for the Dress for Success program to assist women returning to the workforce.
- We held three Excel Training Tip Lunch-and-Learns held on Main Campus, South St and Charlestown with a total of 130 attendees

FY17 Goals:
- Host three Lunch & Learns (Social Media, Interview Skills/LinkedIn, and resume writing)
- Continue to raise awareness of women’s contribution through publishing of three newsletters
- Sponsor a volunteer event in collaboration with a non-profit women’s organization
- Design and execute a Mentor/Mentee Program
- Work with CWM CDC to bring speaker to UMMS (Women support Women)
- The art of relaxation (Host a zentangle or painting class)
- Spot light on our website (Featuring a different employees/strong woman on our website)
- Expand the PW/C membership through recruitment/ information breakfast in the fall
We are pleased to present this brochure which describes the important work that has been accomplished by the UMass Committee on Equal Opportunity and Diversity over the past year.

In particular, we are excited about our project, Bullying: Beyond Finger Pointing to a Culture of Respect. As part of this project we were recently led in an inspiring campus conversation by Candi Castileberry Singleton, founder and CEO of Dignity & Respect Inc., an “organization dedicated to making the world a better place for ALL to live—with ALL of our differences.” In addition, Joanne Calista, Executive Director of the Massachusetts Center for Health Impact is collecting highly informative qualitative data from across our diverse array of sites and business units. We look forward to drawing powerful learnings and lessons as this project continues to unfold over the coming months.

In closing we would like to express our profound gratitude for the many hours of dedicated service that faculty and staff co-chairs and the membership of these committees have provided.

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 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

Commonwealth Medicine Cultural Diversity Committee (CWM CDC)

Co-chairs: Theresa McGuade-Keaney and Jorge Sanchez

FY16 Accomplishments:

• Hosted and led the multi-campus CWM Diversity Town Halls: A Diversity Education and Dialogue Series - Continued

FY17 Goals:

• To further understanding of civility and its importance in building an inclusive learning and work environment by:
  a. collaborating with other committees (Disability, LGBT Cultural Diversity) around themes of civility and cultural awareness and continuing the ‘Thoughts on Civility Discussion Groups’
  b. collaborating with the Cultural Diversity Committee of Commonwealth Medicine to follow up the Diversity Dialogues employee engagement
  c. supporting the Synergy Project: “Bullying: Beyond Finger Pointing to a Culture of Respect”
  d. hosting a ‘Thoughts on Civility Discussion’ using On Pointing to a Culture of Respect”
  e. promoting mindfulness training and practice sessions
  f. sponsoring an International Day Table

Civility

Civility Committee
Chair: Tom Hopkins

FY16 Accomplishments:

• Facilitated a “Thoughts on Civility Book Discussion” using Pay It Forward 75 Ways to Build a Better World. Over 25 participants discussed ways to create a kinder workplace.

• Collaborated with Commonwealth Medicine’s Cultural Diversity Committee to facilitate “Town Hall Diversity Dialogues” at Quincy and South Street.

• Participated in the Focus Group Guide and Conversation of the CEOD’s Synergy Project; “Bullying: Beyond Finger Pointing to a Culture of Respect.”

• Sponsored a table at the International Festival and created a “Selfie Station” that advertised messages about civility and an inclusive culture.

• Supported the Gold Humanism Honor Society’s “Solidarity Week for Compassionate Patient Care”

• Promoted the practice of mindfulness through Mindfulness Champion Training and started a Weekly Mindfulness Practice Session

• Hosted and led the multi-campus CWM Diversity Town Halls: A Diversity Education and Dialogue Series - Continued

• Facilitated a “Thoughts on Civility Book Discussion” using Pay It Forward 75 Ways to Build a Better World. Over 25 participants discussed ways to create a kinder workplace.

• Collaborated with Commonwealth Medicine’s Cultural Diversity Committee to facilitate “Town Hall Diversity Dialogues” at Quincy and South Street.

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• Sponsored a table at the International Festival and created a “Selfie Station” that advertised messages about civility and an inclusive culture.

• Supported the Gold Humanism Honor Society’s “Solidarity Week for Compassionate Patient Care”

• Promoted the practice of mindfulness through Mindfulness Champion Training and started a Weekly Mindfulness Practice Session

• Hosted and led the multi-campus CWM Diversity Town Halls: A Diversity Education and Dialogue Series - Continued

In keeping with our commitment to diversity and inclusion, UUMMS 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 resource 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; Chairpersons – Tom Hopkins, Executive Sponsor: Jim Leary, Vice Chancellor, Government and Community Relations

Commonwealth Medicine Diversity Committee: represents CWM’s commitment to supporting employee diversity and inclusion in our workforce. Chairpersons – Theresa McGuade-Keaney and Jorge Sanchez, Executive Sponsor: Joyce Murphy, Executive Vice Chancellor, Commonwealth Medicine

Disabilities: works to ensure that UUMMS is an inclusive workplace for individuals with disabilities; Chairpersons – Melissa Anderson and Linda Long, Executive Sponsor: Joan Vitello, Dean, Graduate School of Nursing

International: welcomes and provides support to UUMMS international employees and their families; Chairpersons – Robert Layne and José Lemos, Executive Sponsor: Anthony Carruthers, Dean, Graduate School of Biomedical Sciences

LGBTQ: supports the LGBTQ community; Chairpersons – Melissa Anderson and Linda Long; Executive Sponsor: Joan Vitello, Dean, Graduate School of Biomedical Sciences

MassBiologics Diversity Committee: represents MassBiologics’ commitment to supporting employee diversity and inclusion in our workforce. Chairpersons – John Finch and Jeffery Way, Executive Sponsor: Mark Klempner, Executive Vice Chancellor, MassBiologics

Mature Workforce: serves as an advocate to identify issues and concerns of the mature worker at UUMMS and to develop resources and programs to address these issues and concerns. Chairpersons Ella Cavilho and Sue Tremallo; Executive Sponsor: Lianne Thornby, Provost, Office of Faculty Affairs (joined by Joanna Cain, Director of Talent Management for OHA)

Minority Academic Advancement (MAAC) is a program designed to increase the diversity of faculty, residents and students at UUMMS, supports the recruitment and academic success of faculty, residents and students from underrepresented minority groups.

Chairpersons – José Lemos and Jaime Rivera, Executive Sponsor: Terence Flotte, Provost and Dean, School of Medicine

Professional Women: works to improve the lives of professional women at UUMMS through provision of a variety of mechanisms and supports. Chairpersons – Tammy LeBlanc and Christine Pimentel; Executive Sponsor: Jennifer Berryman, Vice Chancellor, Communications