Lesbian, Gay, Bisexual, Transgender and Allies with disabilities by following up on activities begun in the Access @

• Support efforts to make UMass an “Employer of Choice” for people with disabilities by 25% or 2-4 members.

• Increase awareness about living with a disability by having at least 30 attendees.

• Improved visibility and branding for this committee to make them better known to the campus.

• Collaborated with the Women’s Faculty Committee to establish a Women’s Faculty Career Development and Networking Group.

• Sponsored 2016 Healthy Aging Fair, 25 vendors expected.

FY17 Accomplishments:

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

FY17 Accomplishments:

• Increased awareness of LGBT specific concerns and enhance community presence.

• Increased social presence and community engagement.

• Promote UMass as employers of choice and an open and diverse educational institution.

• Participated in the FDSP Review, Welcome reception for new URM faculty, and continue in our role as an Advisory Group.

Minority Academic Advancement (MAAC)

Executive Sponsor: Robert Layne and José Lemos

FY18 Goals:

• Increase awareness of LGBT specific concerns and enhance community presence.

• Develop LGBT specific cultural competence/humility.

• Promote UMSM as employers of choice and an open and diverse educational institution.

FY18 Accomplishments:

• Increased cultural competence and enhanced cultural humility:

  • Created community presence, increased awareness of LGBT concerns.

  • Engaged in nursing and medical student community engagement activities as Faculty for the 2016 Population Health Clerkship.

  • Increased social presence and community engagement on Charter3's New England Pride TV - Health in the LGBT community, promoting UMSM 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.

  • Hosted a seminar on Ebola Virus.

  • Plan an Inter Culture Panel discussion.

FY17 Accomplishments:

• Assisted 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.

• Increased DIO 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 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:

  o Emergency ASL Training Session (September 2016).

  o Assistive Technology Expo (October 2016).

  o Assistive Technology Exhibit Lib (October 2016).

  o Veterans with Disabilities and Employment Session (November 2016).

  o Book Reading: Laughing at My Nightmare.

• 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.”

• Educate employees about the 90 countries and numerous cultures that make up the UMSM community and staff the International Educational Booth in the cafeteria during International Education Week.

• Design a short survey on international students and scholars experience at UMass.

• Host a seminar on Ebola Virus.

• Plan an Inter Culture Panel discussion.

MassBioligics 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 MassBioligics events starting with MassBioligics 100-year patent celebration, responding to Diversity & Inclusion results.

• MassBioligics 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 MassBioligics. 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 workplace 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 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 committee membership by 25% or 2-4 members.

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 2/24/17 regarding the Executive Order.

• Hosted a presentation on the Zika Virus by Dr. Shannon 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 UMSM through entertainment, food, and vendor items.

FY18 Goals:

• To assure seamless transition for International students and scholars into UMSM and Central Massachusetts. Support FFR Immigration Services Dept. and representatives helping those working and studying at UMSM.

• Educate employees about the 90 countries and numerous cultures that make up the UMSM community and staff the International Educational Booth in the cafeteria during International Education Week.

• Design a short survey on international students and scholars experience at UMSM.

• Host a seminar on Ebola Virus.

• Plan an Inter Culture Panel discussion.

FY18 Accomplishments:

• T o support efforts to expand the base network of diversity and inclusion champions and strengthen workplace diversity.

• To assess and mentorship opportunities for underrepresented employees.

Professional Women

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

FY17 Accomplishments:

• New members: 21 from Schrafft’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.

• Brian Carroll spoke to a group of Managing your Career at UMSM, 25 attended.

• Social Media Platforms Presentation discussed led by Myra Zhinnin, 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 UMSM, 122 people in attendance.

• Co-sponsored with CWM CDC: “A Dialogue: Thoughts about Leadership from a Woman’s Perspective!”

• Held an Evening of Relaxation: Zenental 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.

Executive Sponsor: Luann Thorndyke, Vice Provost, Office of Faculty Affairs (joined by Joanna Cain, Director of Talent Management for OFA)

Co-Chairs: Ella Covello and Sue Tremalio

FY17 Accomplishments:

• Sponsored 2016 Healthy Aging Fair, 25 vendors expected.

• Offer additional programming for our aging workforce, including retirement and technology seminars.

• 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.

• Professional Women
About the CEOD

In keeping with our commitment to diversity and inclusion, UMass 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 culture by raising awareness through events, education and training.
- **Commonwealth Medicine Diversity Committee:** represents CMW’s commitment to supporting employee diversity and inclusion in our workplace.
- **Disabilities:** works to ensure that UMass is an inclusive workplace for individuals with disabilities.
- **International:** welcomes and provides support to UMass international employees and their families.
- **Lesbian, Gay, Bieexual, 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 workplace.
- **Mature Workforce:** serves as an advocate to identify issues and concerns of the mature worker at UMass 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 UMass through provision of a variety of mechanisms and supports.

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.

Edith Cullen, MBA, MPA Co-chair

Jeroan Allison, MD, MS 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

CEOD Achievements for FY 2017 and Goals for FY 2018

UMass Memorial Health Care

University of Massachusetts Medical School

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 Men徒es 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 >)