**Commonwealth Medicine Cultural Diversity (Continued)**

**FY19 Goals:**
- To promote and create a safe space for CWM staff to discuss areas of interest, concern, perception and D&D 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 D&D best practices/competencies into program/departamental management and supervision.
- To support efforts to expand the base network of D&D 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

**FY18 Accomplishments:**
- Assistive Technology Library Exhibit
- Book Reading, *Laughing at My Nightmare*, co-sponsored with Civilty Subcommittee at Medical School Campus
- Carry On: A Story of Resilience, Redemption and an Unlikely Family: Speakers, Author Lisa Fenn and Sharon Silvia, Director of Adoption, Department of Children and Families
- Film viewing *Lives Worth Living* in collaboration with medical students
- We also continued the work to improve the accessibility of online materials that began with the Access at Work task force
- Recruited new members

**FY19 Goals:**
- Increase awareness about living with a disability by having at least three programs/offers related to disabilities.
- Increase skills for employing people with disabilities by having one program/offering related employment of individuals with disabilities.
- Support efforts to make UMass an “Employer of Choice” and raise awareness of the importance of the Americans with Disabilities Act for people with disabilities.

**Lesbian, Gay, Bisexual, Transgender and Allies**

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

**FY18 Accomplishments:**
- Created community presence, increased awareness of LGBT concerns.
- 100+ people attended the 6th Annual Convocation Luncheon in September 2017, LGBT awareness for Transgender individuals. Keynote “Gender Nonconforming Children & Transgender Youth” by Johanna Olson-Kennedy, MD. Implemented with UMSM nursing and medical students and UMMHC patient experience department the LGBT Patient and Family Advisory Council (PFAC).
- Increased social presence and community engagement.
- More than 30 people attended a social networking event in October 2017 for UMSM employees and UMMHC employees.
- Sponsored a community event for UMSM nursing and medical students to engage with local patients as part of the 2017 Population Health Clerkship Access to Quality Health Care and Services in LGBT Communities.
- Increased cultural competence and enhanced cultural humility by developing and facilitating LGBTQ-specific education.
- Co-sponsored with CWM Cultural Diversity Committee a lunch and learn session to preview and discuss a documentary film *Genderf’kation: A Gender Emancipation*.

**FY19 Goals:**
- Increase awareness of LGBT specific concerns and enhance community presence.
- Increase social presence and community engagement.
- Develop LGBT specific cultural competence/hygiene programming.
- Promote UMMHC as an employer of choice and an open and diverse educational institution.

**MassBiologics Diversity Committee (MDIC)**

**Executive Sponsor:** Mark Klemptner, Executive Vice Chancellor, Mass Biologics
**Co-Chair:** Jeffrey Way

**FY18 Accomplishments:**
- Created a series of seminars call “Talk with Susie.” Hosted by Susie Webh-Scott, these seminars featured employees from varying backgrounds discussing their history and story on how they got to where they are today and the challenges they faced and accomplishments they achieved. The sessions were very well received and MDIC hope to plan more in the future.
- MDIC also worked to have message monitors put up in all three buildings. These monitors provide a consistent message to all staff with announcements of events at MassBiologics as well as events from around all UMSM campuses.

**FY19 Goals:**
- To work with Reos Partners and other committee chairs to refocus efforts of the MDIC. The hope is that these activities work towards building an inclusive culture where previous members and new members excited about being a part of such an important committee.

**Minority Academic Advancement (MAAC)**

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

**FY18 Accomplishments:**
- Participated in the FDSF Oversight and Review, welcome reception for new URM faculty, and continued in the role of an Advisory Group.
- Hosted a Dialogue: *Thoughts about Leadership from a Women’s Perspective* by Mariann Felice Scuderi, President of Assumption College. The hope is that these activities work towards building an inclusive culture where previous members and new members excited about being a part of such an important committee.

**MFtW Co-chairs (one faculty and one staff) for 2020 and recruit new committee members.**
- Bring a greater understanding of the value intergenerational workgroups bring to UMass
- Work with Reos Partners to evaluate the viability of the MWC and advance a positive and respectful multiple generational culture...
- Collaborate with the Disability committee to offer a Healthy Living Fair to empower the opportunity to learn, observe and experience supporting services in the community to seniors and those with disabilities.
- Offer presentations on timely topics related to retirement such as emotional and physical transitions, housing, finances and technology

**Professional Women**

**Executive Sponsor:** Jennifer Berryman, Vice Chancellor, Communications
**Co-Chairs:** Justine Ashley and Pattie Levenson

**FY18 Accomplishments:**
- Hosted a dialogue: “Thoughts about Leadership from a Women’s Perspective” by Mariann Felice Scuderi, President of Assumption College. The hope is that these activities work towards building an inclusive culture where previous members and new members excited about being a part of such an important committee.
- Hired a “Suitcase Stories” where some of our employees tell their own stories of how they arrived here on campus.
- “Fit 4 Life” with two nutrition experts.
- Hosted “The TB Perspective” by Mariann Felice Scuderi, President of Assumption College. The hope is that these activities work towards building an inclusive culture where previous members and new members excited about being a part of such an important committee.

**FY19 Goals:**
- Identify MFtW co-chairs (one faculty and one staff) for 2020 and recruit new committee members.
- Bring a greater understanding of the value intergenerational workgroups bring to UMass
- Work with Reos Partners to evaluate the viability of the MWC and advance a positive and respectful multiple generational culture...
- Collaborate with the Disability committee to offer a Healthy Living Fair to empower the opportunity to learn, observe and experience supporting services in the community to seniors and those with disabilities.
- Offer presentations on timely topics related to retirement such as emotional and physical transitions, housing, finances and technology...
Achievements for FY 2018 and Goals for FY 2019

Civility

Executive Sponsor: Jim Leary, Vice Chancellor, Government and Community Relations
Co-Chairs: Yasmin Carter, Mary Piorun

FY18 Accomplishments:
- Held our inaugural Civility Retreat
- Participated in the continuation of Synergy Project: “Bullying: Beyond Finger Pointing to a Culture of Respect”
- Collaborated with the Disability Committee on Book Discussion: "Laughing At My Nightmare" by Shane Burcaw
- Civility Station at International Festival: Puzzle Wall; messages on the role of civility at UMass
- Produced and shared the commentary “The Importance of Civility in Trying Times” Anatomy NOW 2018.

FY19 Goals:
- Continue to support the Synergy Project: “Bullying: Beyond Finger Pointing to a Culture of Respect”
- Grow and exhibit the Civility Table at the International Festival
- Create digital signage spreading the message of Civility at UMass
- Collaborate with LGBTAA Committee around a discussion about culturally sensitive language improving the UMass campuses for all.

CWM Cultural Diversity Committee

Executive Sponsor: Joyce A. Murphy, Executive Vice Chancellor, Commonwealth Medicine
Co-chairs: Jorge Sanchez, Theresa McGuedy-Keane

FY18 Accomplishments:
- Diversity Dialogue – “How to Bring Your Authentic Self to the Workplace” TED talk and facilitated discussion with DIO
- Integrated DIO & CWM CDC mission and principles of information, education, messaging and resources into CWM KEY (Knowledge, Exploration, You) on-boarding program
- Global Get Together
- Disability Mentorship Day as part of National Disability Employment Awareness Month, in partnership with Work Without Limits
- Gender*Plus: Gender Emancipation (with LGBTAA sub-committee)
- Veterans Inc. Stand Down donation initiative (community) – Flip Flops/Stocks
- Simulcasting Disability Sub-Committee event (Disability sub-committee)
- Cultural diversity theme as part of Marketing Communications monthly photo contest (displayed below titled “Diversi-Ties”)
- Produced and shared the commentary “The Importance of Civility in Trying Times” Anatomy NOW 2018.

FY19 Goals:
- Continue to support the Synergy Project: “Bullying: Beyond Finger Pointing to a Culture of Respect”
- Grow and exhibit the Civility Table at the International Festival
- Create digital signage spreading the message of Civility at UMass
- Collaborate with LGBTAA Committee around a discussion about culturally sensitive language improving the UMass campuses for all.

UMassMemorial Health Care

Committee on Equal Opportunity and Diversity

2017-2018 Annual Meeting Report
June, 2018

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 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 Cultural Diversity Committee (CWM CDCC): represents CWM’s commitment to supporting employee diversity and inclusion in our workforce.

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, 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 (MDIC): 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 UMass and to develop resources and programs to address these issues and concerns.

Minority Academic Advancement Committee (MAAC): committed to increasing the diversity of faculty, residents and students at UMass, 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.