

Diversity Summit – Summary

The Diversity Summit was hosted by Chancellor Collins on May 31, 2016; the purpose of the Summit was to organize work plans for each of the 10 recommendations emanating from the Executive Council's Ad Hoc Work Group of Under-Represented Minorities in Academic Health Sciences, chaired by Dr. Catarina Kiefe and presented to the Chancellor on May 19, 2016.

The Summit was held in the ASC CUBE and lasted approx. 2 hours; The Chancellor provided opening comments, then invited Dr. Kiefe to offer additional context on each of the 10 recommendations and asked Dr. Plummer to set the stage for the ensuing discussion.

The "RACI" (Responsible; Accountable; Consult; Inform) construct was utilized to facilitate the session and subsequent implementation process.

The Chancellor facilitated a discussion on each of the recommendations/sub-recommendations, which resulted in feedback on the wording or scope of certain recommendations and, most importantly, consensus on the key stakeholders who will be critical to leading or contributing to an implementation process.

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A number of action items came out of the session, including, for example: scheduling a 2nd Diversity Summit in the fall months; convening small, focused work groups to collect, compile and analyze data/information on identified topics; preparing briefing materials/presentations for the next meeting.

Diversity Summit II took place on November 2nd from 9 am – noon. The participant list will be thoughtfully constructed to ensure that all key stakeholders are engaged in the session.

There was also agreement to establish a special work group focused on staff diversity issues/opportunities. This work group runs in parallel to the faculty and student work group, and there is alignment among both processes.

One other issue raised during the session was the impact of the Medical School's location on recruitment/retention efforts. Dr. Plummer is working with Tim Murray and the Worcester Chamber on broader community issues that may impact institutional efforts.

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Diversity Summit II was held on November 2, 2016 from 9am -Noon and resulted in reports on all of the 10 recommendations and the added staff recommendations. The reports included the current state, future state and recommended actions for implementation.

These recommended actions are being reviewed and prioritized by a Committee led by Dr. Catarina Kiefe. Diversity Prioritization Committee Members include Drs. Mark Johnson, Robert Finberg, Max Rosen, Doug Ziedonis, Shlomit Schaal, Vivian Budnik, Brian Lewis, Maria Garcia and Deborah Plummer.

Diversity Summit III is scheduled for April 10, 2017 and the work of the Diversity Prioritization Committee will be presented at that Summit.