The nine CEOD Subcommittees work to achieve their individual group goals and work together to achieve the goals of the synergy project. The synergy project is designed to eliminate silos across the subcommittees and support working collectively to build an inclusive academic medical center. As co-chairs, we were pleased to have added a new synergy project to the portfolio of CEOD initiatives.

Bullying: Beyond Finger-Pointing to a Culture of Respect, is a system-wide diversity competence education initiative comprised of two parts: a campus self-assessment and a campus community conversation. Our goal is to provide insight through the self-assessment and then convene the campus community conversation to review lessons learned and develop diversity competencies that enhance our culture of respect.

As you are aware, bullying is often targeted toward those individuals who represent dimensions of diversity such as age, disability, sexual orientation and gender and race/ethnicity. It can be a form of unconscious bias that even well-intentioned individuals inadvertently engage in. The topic of bullying has recently extended beyond school environments to the forefront in organizations. Eliminating bullying creates a civil environment that helps to achieve our mission. Recognizing that not all unpleasant interpersonal encounters on campus represent bullying, the focus of this initiative is positive and educational. We appreciate the active support of Provost/Dean Flotte and the Senior Advisory Committee: Catarina Kiefc, Luanne Thorndyke, Joyce Murphy, Mark Klempner, Deborah Harinos, Michelle Pugnaire, Anthony Carruthers, Jim Leary, Margaret Hudlin, Janet Hale, Tod Wiesman, Jennifer Berryman, and Doug Ziedonis.

Each of us has an active role in creating a culture of respect. Thank you for your support of this initiative and all of the work of the CEOD. Together, we build an inclusive academic medical center characterized by equity, civility, cultural competence and mutual respect.

Jerrian 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

In keeping with our commitment to diversity and inclusion, UMMMS has established the Committee on Equal Opportunity and Diversity (CEOD), a standing committee that reports to Chancellor Collins. 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. Chairperson – Tom Hopkins
Executive Sponsor: Jim Leary, Vice Chancellor, Government and Community Relations

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

Disabilities: works to ensure that UMMMS is an inclusive workplace for individuals with disabilities. Chairpersons – Linda Long and Cheryl Cummings Executive Sponsor: Paulette Seymour, Dean, Graduate School of Nursing

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

Lesbian, Gay, Bisexual, Transgendered and Ally (LGBT): 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. Chairpersons – Shawn Mosessey and Kenneth Peterson, Executive Sponsor: Brendan Chisholm, Chief of Staff, Chancellor’s Office

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

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

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FY15 Accomplishments
• Conducted an Assistive Technology Expo and hosted a resource website - 100 people attended and website had 218 unique visits and 296 views
• Hosted viewing of the film, "Furorball," used to promote understanding of the challenges people with disabilities face and overcome – 22 participants in attendance.
• Promoted the Mass Association for the Blind (MAB) "Our Stories" Photo Exhibit and Reception – 50 participants in attendance.
• Co-sponsored a Disabled Veterans and Employment Panel – 15 participants in attendance.
• Designed and coordinated the training of 24 managers through a Manager Training Program offered to both UMAS and UMMMC managers.
• Supported the launch of the Access Work Taskforce, by contributing to the development of the charter and taskforce goals and objectives.

FY16 Goals
• Create a sense of community among the LGBT faculty, staff and students through social networking events.
• Increase awareness of LGBT specific concerns through educational programming that enhances cultural competence and cultural humility when working with LGBT populations.
• Align UMAS LGBT policies and practices with national standards defined by Human Rights Campaign.
• Promote UMAS as an employer of choice and an open and diverse academic medical center.
• Enhance knowledge and networking through exploring best practices for managing LGBT matters.

Disabilities:

FY15 Accomplishments
• Support the Bullying Synergy Project by offering information and (4) discrete programs/offerings related to disabilities.
• To increase awareness and support of CWM staff living with disabilities.
• To continue to support efforts to build diverse and inclusive workforce and UMMMS pipeline initiatives.
• To promote integration of cultural competence/diversity and inclusion goals and metrics into departmental/program performance goals.

FY16 Goals
• In collaboration with Human Resources, develop a "Buddy System" and brochure to jump start the inclusion and integration of international students and scholars into the academic medical community.
• Conduct assessment of needs of international students and scholars to be used in the development of initiatives that support their inclusion.

MassBiologics Diversity Committee

FY15 Accomplishments
• Organized and engaged active participation for the committee representing a diagonal slice of the organization.
• Reviewed and explored strategies to increase the scores for the Diversity Engagement Survey.
• Conducted a survey to access staff’s perceptions of how MassBiologics manages diversity both internally and in the larger community. The participation rate was 41% and the candid feedback that was provided is reflected in the FY16 goals.

FY16 Goals
• Restructure Employee Recognition program and initiatives to align with MassBiologics Blueprint and better acknowledge and celebrate individual and strategic achievements.
• Implement organizational-wide training of all 200 employees to raise awareness of diversity and inclusion and specifically how diversity drives MB mission in the workplace, with our surrounding communities, and globally.
• Re-survey staff and compare to most recent survey to measure change.

Professional Women

FY15 Accomplishments
• Highlighted the leadership of women in higher education through collaboration with the Women's Faculty Committee and Women's Leadership Group in hosting a welcome reception for Dr. Laurie Lesher, President of WPI.
• Collaborated with Women's Faculty Committee and Women's Leadership Group to raise awareness of persisting barriers to women's career advancement by hosting a presentation by Dr. Michelle Budig during Women's History Month in which she discussed her research on The Motherhood Penalty vs. the Fatherhood Bonus.
• Raised awareness and recognition of women's contributions to the UMMMS mission during Women's History Month, through promotion of a photo history highlighting the women who have shaped UMMMS through their accomplishments.
• Three newsletters were published and distributed to the professional women of UMMMS.
• Sponsored a boutique with clothing donated by UMMMS employees to support Dress for Success. The event raised $1800 for the Dress for Success program to assist women returning to the workforce.

FY16 Goals
• Support women’s advancement and development by hosting interactive workshops and resume writing workshops.
• Continue to raise awareness of women's contribution through publishing of three newsletters.
• Continue events to support Dress for Success.
• Promote peer mentoring among UMMMS women through monthly brown bag mentoring meetings.
• Expand the PWFC membership through a recruitment/information breakfast at the South Street Campus.

Minority Academic Advancement (MAAC)

FY15 Accomplishments
• Sponsored and executed a successful NIH RO1 Grant Review Workshop.
• Active participation on FDSP and Mentoring Advisory Board.

FY16 Goals
• Host a NIH and NSF Grant Review Workshop in collaboration with WPI.
• Continue participation on FDSP and Mentoring Advisory Board.
• Recruitment of new members to MAAC to create community for advancing goals that support faculty from underrepresented groups.

CWM CDC cont. - FY16 Goals
• To better understand and address CWM the perceptions and diversity and inclusion needs of CWM staff.
• To increase the number of diversity champions across the CWM enterprise.
• To support and enhance HR recruitment strategies, tools and talent management of Veteran recruits and staff.
• To increase awareness and support of CWM staff living with disabilities.
• To continue to support efforts to build diverse and inclusive workforce and UMMMS pipeline initiatives.
• To promote integration of cultural competence/diversity and inclusion goals and metrics into departmental/program performance goals.

International

FY15 Accomplishments
The Committee hosted the 9th annual International Festival and sponsored community through sponsoring social networking events. Twenty-five individuals from various UMMMS departments attended the May 2015 LGBT social gathering which added seven new members.

LGBTQI+ Rights

FY16 Goals
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