

Annual Performance Review: Listing Diversity Efforts (Section VIII)

The University of Massachusetts Medical School (UMMS) values and has a commitment to affirmative action, diversity, and equal opportunity. To that end, we will work towards creating a diverse workforce and an inclusive workplace that is a model of distinction for medical schools. This effort will be achieved through specific initiatives: recruiting the best talent in our faculty and non-faculty positions with particular attention to attracting women and people of color; by developing, retaining and strengthening the incumbent workforce; and by providing an environment that is welcoming, safe, and civil for all who study, work and visit UMass/Worcester.

The objective of the section on Diversity Efforts in the Annual Faculty Report is to engage faculty in diversity, equity, and inclusion activities to promote a broadly shared understanding of the importance and benefits of a diverse, equitable and inclusive environment. Faculty may demonstrate their commitment diversity through participation in a variety of activities across the missions. Examples of a commitment to diversity, equity and inclusion include the following examples in the different missions.

Research mission efforts:

- Include women faculty and/or faculty of color in research activities
 - through Minority Supplement Grants
 - through mentoring or advising activities
 - through hiring a technician and/or staff from an under-represented group
 - through participation in the Summer Undergraduate Research Program or High School Health Careers Program
- Participate in research related to health disparities or protected groups (i.e. aging, GLBT, women's health, etc.)
- Increase visibility of health disparities research being conducted at UMMS
- Attend seminars related to research in these areas

Education mission efforts:

- Develop a curriculum that addresses cultural competence topics
- Integrate aspects of cultural competence or health disparities in your teaching activities
- Attend educational offerings that enhance your knowledge of diversity, cultural competence, and/or health disparities
 - Lectures, seminars, workshops that involve topics related to diversity, gender differences or health disparities (i.e. Geriatrics Grand Rounds, annual Women's Health Lecture, etc.)
- Volunteer to teach in areas related to, or involving diversity, gender, or health disparities
 - Geriatrics Interclerkship
 - Domestic Violence Interclerkship
 - Multiculturalism Interclerkship
 - Disabilities Interclerkship
 - Global Health Topics in Action Optional Enrichment Elective
 - The Bigger Picture: Health Issues Affecting the Community of Worcester Optional Enrichment Elective
 - Communication skills (taking a sexual history; cross-cultural communication)
 - Doctoring and Clinical Skills I & II
 - Physical Diagnosis I & II
 - Longitudinal Preceptor Program I & II

Clinical service mission efforts:

- Provide service to underserved communities
- Volunteer to provide care in underserved clinics, such as the Greenwood Street Medical Clinic, Epworth, or Akwaaba free medical clinic
- Serve as a mentor to a student of color or woman
- Address issues of health disparities in clinical practice
- Serve as a translator for patients in the clinical system

Academic service mission efforts:

- Participate on the Council on Equal Opportunity & Diversity or one of its subcommittees
- Participate on the Women's Faculty Committee or one of its subcommittees
- Participate in programs offered by the Office of School Services i.e., Summer Undergraduate Research Program; High School Health Careers Program
- Be a diversity champion on a search committee
- Serve as an advisor for, or support efforts of, student groups such as the Student National Medical Association, the student chapter of the American Medical Women's Association and/or QMass
- Attend and support activities that celebrate diversity such as the Diversity Dialogue Speaker Series, the International Festival, the MLK Celebration of Service, the Women's Faculty Committee Awards Luncheon

Leadership efforts:

- Advance the core values of civility, mutual respect, and diversity for excellence within your sphere of influence
- Ensure operational flexibility to accommodate a diverse workforce with regard to religious practices, timing of meetings, physical and site specific accommodations, etc.
- Be a champion of diversity through specific efforts and initiatives to advance excellence through diversity
- Recruit, develop and retain faculty, students, residents and others that will contribute to excellence and enhance the diversity of the campus
- Be a champion of diversity on a search committee
- Participate in programs that facilitate an awareness and understanding of subtle, sometimes unconscious, biases and their impact
- Identify and commit to pursue one individual goal that advances excellence through diversity