

Advancing the UMass Chan Mission Through Diversity, Equity and Inclusion



Diversity & Inclusion
Office



DIVERSITY
is a fact



EQUITY
is a choice



INCLUSION
is an action



BELONGING
is an outcome

“

Our mission is to advance the health and wellness of our diverse communities throughout Massachusetts and across the world by leading and innovating in education, research, health care delivery and public service.

UMass Chan Mission Statement

Why DEI Work Matters

- **Enhancing Excellence:** A diverse and inclusive environment fosters innovation, critical thinking, and better problem-solving for everyone (Bowman et al., 2023).
- **Improving Patient Outcomes:** Culturally competent healthcare leads to better patient-provider communication and health equity (IOM, 2003 and Hardeman et al. 2016).
- **Advancing Research:** Inclusive research designs ensure broader applicability and better outcomes for historically marginalized populations (Dankwa-Mullan et al., 2021).
- **Reflecting the Community:** A diverse institution better serves and understands the needs of the communities it serves (Greenwood et al., 2020).
- **Legal & Ethical Responsibility:** Upholding anti-discrimination laws and institutional values ensures a fair and just environment for all (Civil Rights Act, 1964; ADA, 1990; AAMC, 2019).

What these
do not
prohibit —
equity work
rooted in
our mission
and values.

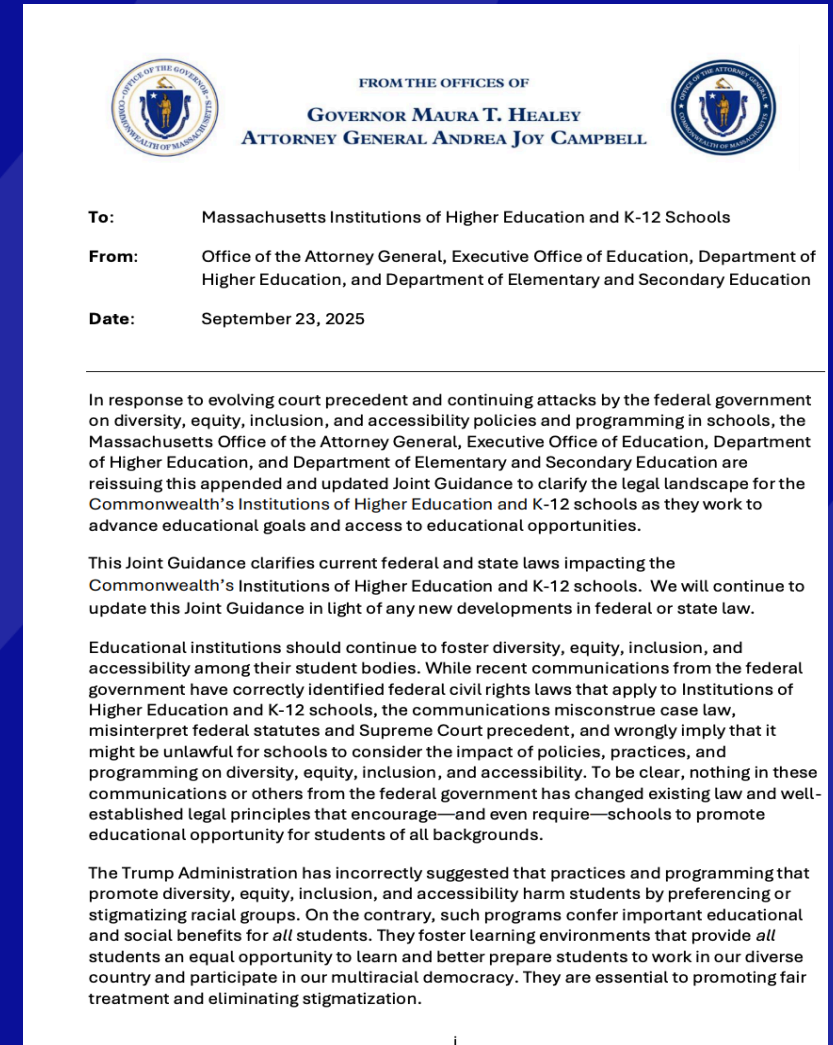


Massachusetts Joint Legal Guidance on Promoting Access to Educational Opportunity

Reaffirms Massachusetts' commitment to diversity, equity, inclusion, and accessibility (DEIA) in education and the workforce despite evolving federal challenges.

Clarifies that recent federal communications misinterpret case law and do not change existing laws supporting DEIA work.

Emphasizes that promoting DEIA is both lawful and essential for fostering equitable learning environments and preparing students for a diverse democracy.



Umass Chan's Response to the Evolving Political Climate

- Chancellor and Dean convened a **Committee- “Advancing Diversity, Equity and Inclusion Workgroup”** to assess all institutional DEI initiatives and practices
 - Ensuring compliance with legal and policy changes as well as accreditation requirements
 - Strengthening alignment with UMass Chan's mission and vision.
- Committee developed **clear criteria** for departments to review their DEI programs and initiatives.

Advancing DEI Together Workgroup Members

- · Mary Ahn, MD, Vice Provost, Faculty Affairs
- · Brendan Chisholm, Vice Chancellor, Management, Office of the Chancellor
- · James Healy, JD, Deputy Executive Vice Chancellor, Office of Management
- · Lynn Hernandez, PhD, Assistant Vice Chancellor, Diversity and Inclusion
- · Tracy Kedian, MD, Associate Dean for Admissions, T.H. Chan School of Medicine
- · Anne Larkin, MD, Vice Provost, Educational Affairs
- · Mary Ellen Lane, PhD, Dean, Morningside Graduate School of Biomedical Sciences
- · Vanessa Long, Executive Director, Human Resources
- · Katherine Luzuriaga, MD, Vice Provost, Research
- · Katie Mick, MSW, MBA, ForHealth Consulting
- · Milagros Rosal, PhD, Vice Provost, Health Equity
- · Joan Vitello, PhD, Dean, Tan Chingfen Graduate School of Nursing

- Committee provided a safe space to reflect, plan, and adapt—without public pressure, overexposure, or rushed decision-making.
- Our goal was to equip UMass Chan with the language and strategy needed to move forward, even when the path is unclear.

Values Aligned with UMass Chan's Mission





Advocacy



Service



Education



Belonging



DIO's Priority Areas

DEI Initiatives Supporting UMass Chan's Mission

DEI Initiatives at UMass Chan

Priority Area	Type of Programming	Equity and Legal Standards Alignment	Alignment with UMass Chan Mission and Vision
Advocacy	Restorative Justice and Community Building Practices	Restorative justice practices, community-building initiatives, and the campus climate survey are open to all and completely voluntary, ensuring compliance with federal guidelines. These programs focus on fostering community building, conflict resolution, and institutional improvement without imposing racial preferences or exclusions. As these initiatives do not mandate participation or provide preferential treatment, they align with the Department of Education's guidance on DEI practices.	Embracing the full richness of diverse people, perspectives and experiences, and enabling all members of our academic community to thrive in a welcoming and inclusive environment
	Engagement Survey		

DEI Initiatives at UMass Chan

Priority Area	Type of Programming	Equity and Legal Standards Alignment	Alignment with UMass Chan Mission and Vision
Education and Scholarship	Cultural Humility Framework Lectures in ECL (M1 students) and societal forces (DNP1 students)	While attendance to these lectures is required, the contents of these lectures are essential components of competent, ethical, and legally compliant patient care . The DOE's FAQ clarifies that teaching DEI concepts is not inherently unlawful—what is prohibited is racial preference, exclusionary practices, or teachings that create a hostile environment. These lectures do neither; instead, they align with best practices in medical education and federal requirements for nondiscriminatory, patient-centered care .	Educating resilient, agile and culturally competent clinicians, scientists and educators who are optimally prepared to lead and succeed in their evolving professional environments of the future;
	Unconscious Bias in Clinical Care Lecture in Principles 2 course (M1 students)		Designing a holistic approach to primary care that emphasizes population health and social determinants of health to transform the practice of medicine

DEI Initiatives at UMass Chan

Priority Area	Type of Programming	Equity and Legal Standards Alignment	Alignment with UMass Chan Mission and Vision
Education and Scholarship	Centering the Margins Lecture Series	Our workshops and lectures are open to all and completely voluntary , focusing on developing inclusive leadership skills and fostering fair and equitable treatment for everyone. These sessions do not impose racial preferences or exclusions but instead equip participants with tools to create respectful and supportive environments. As participation is optional and content is designed to benefit all, these workshops fully align with federal guidance on DEI practices.	Educating resilient, agile and culturally competent clinicians, scientists and educators who are optimally prepared to lead and succeed in their evolving professional environments of the future;
	Training and workshops on unconscious bias, inclusive hiring practices and inclusive pedagogy .		

DEI Initiatives at UMass Chan

Priority Area	Type of Programming	Equity and Legal Standards Alignment	Alignment with UMass Chan Mission and Vision
Advocacy and Accountability	Bias and Discrimination Reporting	Our reporting procedures are open to all members of the UMass Chan community and ensures that all complaints are reviewed and addressed equitably, regardless of the identities of those involved. Anyone can submit a report, and every case is investigated based on the facts, not the identities of the individuals involved. Outcomes are determined based on the investigation's findings and aligned with institutional policies, ensuring a fair and consistent process for all. By maintaining a neutral, transparent, and identity-inclusive approach, our bias reporting system complies with DOE guidance while fostering a respectful and accountable campus environment.	

DEI Initiatives at UMass Chan

Priority Area	Type of Programming	Equity and Legal Standards Alignment	Alignment with UMass Chan Mission and Vision
Belonging	Inclusive Connections Admitted Students Day Programming	This program is open to all students, regardless of identity, and completely voluntary . While the event is designed to highlight DEI programs and provide resources that may be particularly relevant to students with marginalized identities, participation is not restricted. All students who sign up are encouraged to attend and engage in discussions about diversity, equity, and inclusion at UMass Chan.	Embracing the full richness of diverse people, perspectives and experiences, and enabling all members of our academic community to thrive in a welcoming and inclusive environment

Sustaining and Expanding DEI Efforts

- **Create an inventory of all DEI-related initiatives, programs, and activities** to map the current landscape and identify gaps.
- **Evaluate for compliance** with evolving legal and accreditation requirements to ensure institutional alignment.
- **Develop a sustainability plan** to institutionalize successful DEI initiatives and secure long-term support.
- **Strengthen accountability measures** by implementing standardized DEI metrics and regular reporting.
- **Continue to assess impact** through data collection, climate surveys, and feedback loops to inform future DEI strategies.