



Upward & Onward: Maintaining Our Values in ODEI

Dean's Lecture Series | Wednesday, August 9th, 2023

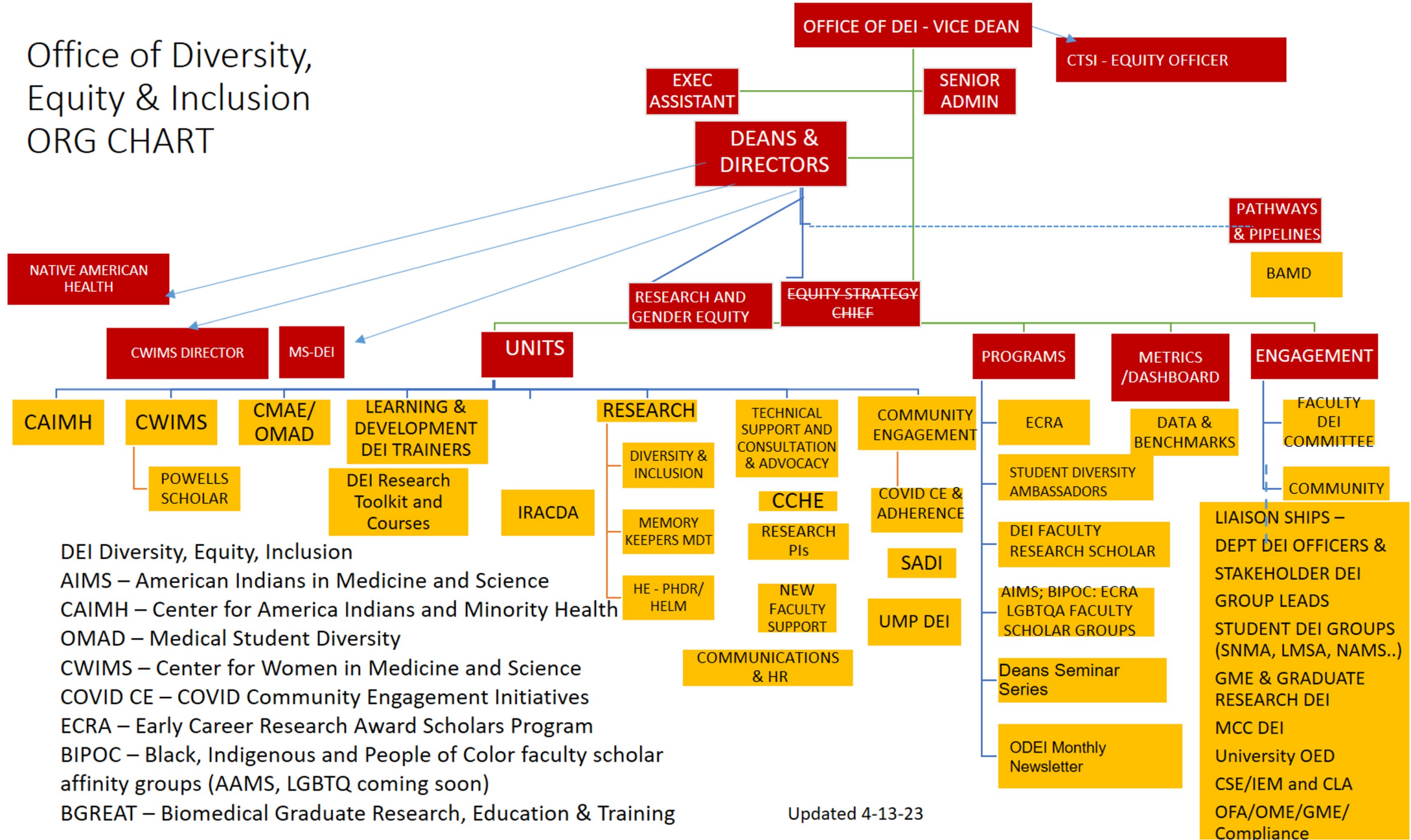


Who Are We?

UNIVERSITY OF MINNESOTA
Driven to Discover™
MEDICAL SCHOOL



Office of Diversity, Equity & Inclusion ORG CHART



DEI Diversity, Equity, Inclusion
 AIMS – American Indians in Medicine and Science
 CAIMH – Center for America Indians and Minority Health
 OMAD – Medical Student Diversity
 CWIMS – Center for Women in Medicine and Science
 COVID CE – COVID Community Engagement Initiatives
 ECRA – Early Career Research Award Scholars Program
 BIPOC – Black, Indigenous and People of Color faculty scholar affinity groups (AAMS, LGBTQ coming soon)
 BGREAT – Biomedical Graduate Research, Education & Training

ODEI Leadership Team



Joy Harken
Director



Vice Dean Ana Núñez, MD, FACP



Amber Prahl
Office Administrator

Learning and Development

Managers: Shanea Turner-Smith, MSW, LGSW & Matt Amundson, MEd



Overall Impact from June 2022 to August 2023

What We Do

- Develop DEI foundational trainings
- Identify opportunities
- Cultivate relationships
- Coordinate Dean's Lecture Series
- Facilitate DEI Department Leader Meetings
- Content creation

58	total # of training sessions
7	total # of departments/divisions/teams who have gone through a training series since January 2023 (i.e. cohort training model)
422	total # of individual learners from training sessions (students, faculty, staff)
25+	total # of individual consultations
40+	total # of outreach and relationship-building meetings



**COME AS
YOU ARE!**



SADI: Staff Advancing Diversity & Inclusion

Shawn Jarvis, 2023 Chair & Maryanne Reilly Spong 2023 Co-Chair

SADI Committee is dedicated to providing valuable learning and engagement opportunities, resources, support options for Medical School Staff

Leadership Committee - Vision, Strategy and support of subcommittees

Events & Education - Monthly Opportunities for discussion & learning

Connect & Learn - Journal-club style discussion

Hot Topics - Open forum to discuss trending DEI topics

Workshops - Education opportunities on DEI topics

Recruitment, Development & Retention - Resources to help with inclusive hiring and retaining a diverse staff.

Identity-based Affinity Groups - LGBTQIA+ and LATINX and Neurodivergent

Communications - Promotes visibility of SADI through multiple communication channels (SADI website, social media and other avenues)

Key Accomplishments

- SADI has persisted since 2015 and continues to grow.
- Invited to participate in 2023 Robert P. Hebbel Research Day
- Developed Inclusive Zoom guideline
- Developing Inclusive Hiring Practices Resources
- DEI Goals Pilot project in 2023 (9 Supervisors & 7 Individual Contributors)
- 10 MS Staff Recognized for completing 10 hour or more of SADI Events.

Take Action

- Attend a SADI event or join our Connect & Learn sessions (virtual)
- Join the SADI Committee or Subcommittees
- Join one of our Affinity Groups
- Visit our website for more information





Foundational Research and Gender Equity

What we do:

Implement structural change to support gender equity across the school

Equity Assessments

- Salary (Dean's office)
- Appointments (OFA)
- Start-up packages (OFA)
- Space (Vice Dean Crawford)

*From NIH's Notice of Interest in Diversity statement
"Support institutions to conduct self-assessments to
catalyze sustained changes to achieve DEIA"*

Support investigators in developing grant applications that include best practices in DEI

Currently developing resources for PIs writing NIH T32, R25 and P50 applications

- Help develop recruitment and retention plans to enhance diversity
- Available through the Pre-Awards Office

Promote funding opportunities for those working in DEI

hogqu001@umn.edu

CWIMS: Center for Women in Medicine and Science

WHO WE ARE

Vanessa Hemmingsen, administrator; Dr. Michelle Rheault, MD, director; approximately 55 women serving on four action groups (Mentoring - Lead by Dr. An Church, MD; Retention & Recruitment - Lead by Dr. Deanna Teoh, MD, MS, FACS, FACOG; Salary Resource & Leadership Equity - Lead by Dr. Sima Patel, MD; and Promotions - formerly known as Strategic Communications & Collaborations - Lead by Dr. Ariela Marshall, MD).

MISSION

We support and facilitate leadership and professional development opportunities to achieve gender equity, diversity, and inclusion within the medical school.

VISION

We aim to create supportive institutional collaborations and infrastructures to ensure gender equity now and in the future

EVENTS/ACTIVITIES

Fall Retreat: Coming Sept 28th! Sign up now

Topic: Team science

DWIMS (Distinguished Women In Medicine and Science)

Early Pathways to Career Success Cohort

Mentoring Cohort (coming this Fall!)

Letter of recommendation toolkit

Manuscripts



CMAE: Center of Multicultural Affairs and Engagement

Team



Dr. Nadia Sam-Agudu, MD. PEDS ID
Medical Student DEI Dean



Dr. Khendum Gyabak, Ph.D.
Program Director



Isaiah Nolan
Program Manager

The Center for Multicultural Affairs and Engagement (CMAE) is committed to supporting a diverse community of medical students to succeed and thrive in their programs of study. The center cultivates a culture of inclusive excellence by facilitating professional development opportunities, advocating on behalf of students from a critical framework of flexibility and care, building capacity for student organizations to excel as future physician leaders and to impact the communities they will serve.

Initiatives

- DEI Student Ambassador Mentoring Program
- Capacity building for Student Affinity Groups
- Community Resource Hub for URIM Students





CAIMH: Center of American Indian and Minority Health

Mission: CAIMH in partnership with Native American communities, strives to improve American Indian and Alaska Native physical, mental, and spiritual health and well-being.

For more than 50 years we have recruited, supported and graduated Native American physicians who serve Native communities locally, regionally and nationally. Our strength is in the relationships we build and maintain with Native people and their communities in Minnesota and beyond.

Pre-Medical School Programs

Native Americans Into Medicine (NAM)
NAM is a summer research program for college sophomores, juniors, and seniors interested in pursuing health careers.

Pre-Admissions Workshops (PAW)
PAW serves students who are ready to apply to medical school. Students will work with admissions and medical school faculty to address the challenges of applying to medical school.



*The University of Minnesota
Medical School is the
second in the nation for
graduating the most
American Indian/Alaska
Native physicians.*

Medical Student Programs:

- On-campus student academic support
- Community and cultural integration events for incoming students
- CAIMH student lunches/dinners
- Association of Native American Medical Students (ANAMS)/community lunches
- Culturally affirming student lounge
- 100+ hours of curriculum in AI/AN and underrepresented population health
- Participation in community events (pow-wows, health fairs, etc.)



Our Collaborators

DEI Dept Leads Committee
DEIC (Faculty Bylaws Committee)
Office of Research - Medical School
Graduate Research Education
CTSI & Masonic Cancer Center
UMP-DEI
Office of Undergraduate Medical Education (OME)
Pipeline & Pathway Programs
Office of Faculty Affairs
University Office of Equity & Diversity (OED)
....and more!!

