Office of Diversity, Equity & Inclusion

Upward & Onward: Maintaining Our Values in ODEI

Dean’s Lecture Series | Wednesday, August 9th, 2023
Who Are We?
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

Updated 4-13-23
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

What We Do

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

Overall Impact from June 2022 to August 2023

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

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

From NIH’s Notice of Interest in Diversity statement
“Support institutions to conduct self-assessments to catalyze sustained changes to achieve DEIA”

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).

EVENTS/ACTIVITIES
Fall Retreat: Coming Sept 28th! Sign up now
Topic: Team science

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.

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

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

Team

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

Dr. Khendum Gyabak, Ph.D.
Program Director

Isaiah Nolan
Program Manager
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.

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!!