Achieving Inclusive Excellence: Carver College of Medicine

2014-17 Strategic Diversity Roadmap

Sherree A. Wilson, PhD
Associate Dean, Cultural Affairs & Diversity
Carver College of Medicine
The University of Iowa
Foundational Principles of the 2014-17 CCOM Strategic Diversity Roadmap

- UI Health Care Diversity Goal
  - Create an environment of inclusion where individual differences are respected and all feel welcome.

- Diversity as a core value.
- Inclusion as a core element.
- Strive to achieve Inclusive Excellence.
Foundational Principle: Strive to Achieve Inclusive Excellence

- Employ a broad and inclusive definition of diversity.
  - In the CCOM we are mindful of all aspects of human differences and define diversity in the broadest sense to mean inclusion of all persons, regardless of ethnic and racial background, gender, gender identity, sexual orientation, veteran status, religious beliefs, age, ability, and socioeconomic status who contribute to a welcoming, inclusive culture across the enterprise.

- Place diversity and inclusion at the center of the college’s core functions and embed diversity as shared responsibility.
  - A unit or person can drive the process, but
  - Everyone is responsible for diversity and inclusiveness

- Inclusiveness and Excellence are interdependent
  - We are excellent because of diversity and inclusion
  - The practice of inclusiveness leads to excellence
  - Diversity and inclusion serve as essential drivers in achieving excellence

- “Without Inclusion, There is No True Excellence”. (AAC&U, 2013)
Key Components

- **Human Capital**
  - Attract, recruit, retain and successfully graduate diverse body of students, trainees, residents and fellows.
  - Attract, recruit, promote and retain a diverse faculty and staff workforce.
  - Increase and maintain diversity in leadership and management.

- **Inclusive Culture and Climate**
  - Foster a culture where everyone who works and learns within the CCOM feels included, valued and respected.
  - Enhance and promote cultural competency and/or cultural awareness of CCOM learners, faculty and staff.
  - Create an inclusive and diverse academic/research environment.
  - Sponsor educational programs designed to inform the community on a wide range of diversity issues in healthcare and/or biomedical research.

- **Annual Assessment of Diversity Goal Achievement**
UI HEALTH CARE

- Develop and implement innovative, effective recruiting and pipeline initiatives geared towards under-represented groups.

- Foster a positive and welcoming environment by nurturing a culture of respect, inclusion and equal opportunity.

- Provide a range of diversity education, cultural enrichment and acclimation programs for members of the UI Health Care community.

- Each Accountable Leader will advance diversity in all strategies.

CCOM

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- Annual assessment of diversity goal achievement
# Carver College of Medicine
## Strategic Diversity Roadmap (2014-17)

<table>
<thead>
<tr>
<th>GOALS (select one from Human Capital and one from Inclusive Culture &amp; Climate)</th>
<th>STRATEGIES</th>
<th>PERSON(S) RESPONSIBLE IN DEPARTMENT</th>
<th>METRICS (EVALUATION TOOLS/MEASURES OF PROGRESS)</th>
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CCOM_2014-17_SDR
Examples of Strategies/Opportunities

- **Human Capital (Pipeline/Recruitment/Retention)**
  - Department will participate in the CCOM MAPS (Minority Association of Premedical Students) Physician Shadowing Program.
  - Establish summer research programs for students/learners from populations that are underrepresented in biomedical sciences.
  - Develop and implement recruitment plan with a particular focus on best practices for identifying and recruiting women and underrepresented minority faculty and staff.
  - Establish a departmental/unit leadership and mentoring plan to enhance/increase access to leadership/professional development opportunities for all members of the department.

- **Inclusive Culture and Climate (Cultural Competence/Culturally Responsive Care)**
  - Department will include training on the use and application of CultureVision in new employee orientation sessions.
  - Department will sponsor attendance of _# to the Culturally Responsive Health Care in Iowa conference.
  - All Grand Rounds speakers will address diversity, cultural competence and/or health care disparities.
  - Department and/or program will present lectures and symposia which include topics of interest to diverse audiences.
  - Sponsor Safe Zone Training (offered by the University of Iowa Chief Diversity Office) within the department.

- **Inclusive Culture and Climate (Create an inclusive and diverse academic/research environment)**
  - Faculty, staff, learners and/or trainees participate in community education programs which focus on healthy living, the elimination of health care disparities, and/or impact of biomedical research diversity in diverse populations.
  - Successful publication of research on a minority health issues
  - Department and/or program will ensure that lectures and symposia feature speakers who represent various genders, races, ethnicities, and backgrounds.
Annually, each DEO/Administrative Leader designates minimum of two goals for implementation (1-Human Capital; 1-Inclusive Culture & Climate).

OCADI staff provide feedback/coaching regarding goals, strategies, processes, measurements and tools.

Annually report and assess progress.
Examples of Successes: Human Capital

- ACB Department developed relationship with Cal State University Los Angeles (CSULA), a federally designated Minority Institution.
  - Since 2011, four faculty have visited the campus and given talks in their MORE seminar series.
  - Three students have enrolled in Graduate School at Iowa as a result of these outreach efforts.

- Department of EM has established a Visiting Elective Scholarship program directed at medical students from underrepresented populations.
  - Scholarship will provide stipend for visiting students to offset costs of rotation at the University of Iowa.
  - Two visiting students have participated; one is the first in his family to attend college, the other is African-American and identifies as gay.
Examples of Successes: Inclusive Culture & Climate

- Use the experience gained by our Culture Vision champions to develop the orientation month cultural sensitivity curriculum.
  - Previously no formalized cultural curriculum for ALS month.
  - 1 Faculty and 1 resident trained in CultureVision.
  - 2016 ALS course syllabus in development.

- Provide training on LGBTQ health disparities during Grand Rounds and/or staff professional development sessions.
  - Two sessions conducted in FY15. One covering Culture Vision and one covering LGBTQ health disparities.
  - Metrics met through surveys.

Achieving Inclusive Excellence in the Carver College of Medicine

Q&A?

Contact:
Janet Niebuhr, Program & Operations Coordinator
Office of Cultural Affairs and Diversity Initiatives
janet-niebuhr@uiowa.edu
319-335-9696

Sherree Wilson, Associate Dean
Office of Cultural Affairs and Diversity Initiatives
sherree-wilson@uiowa.edu
319-384-2952