

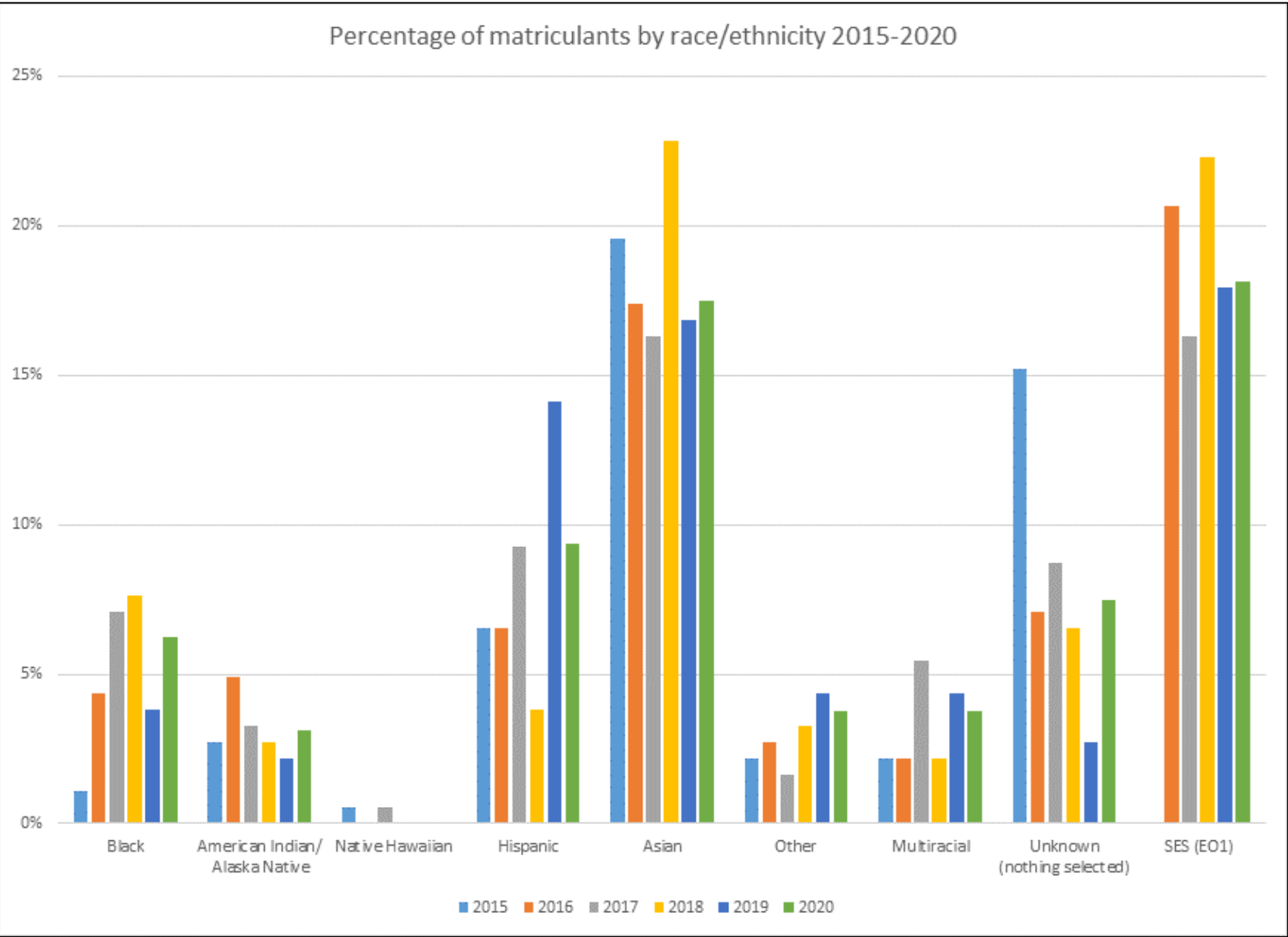


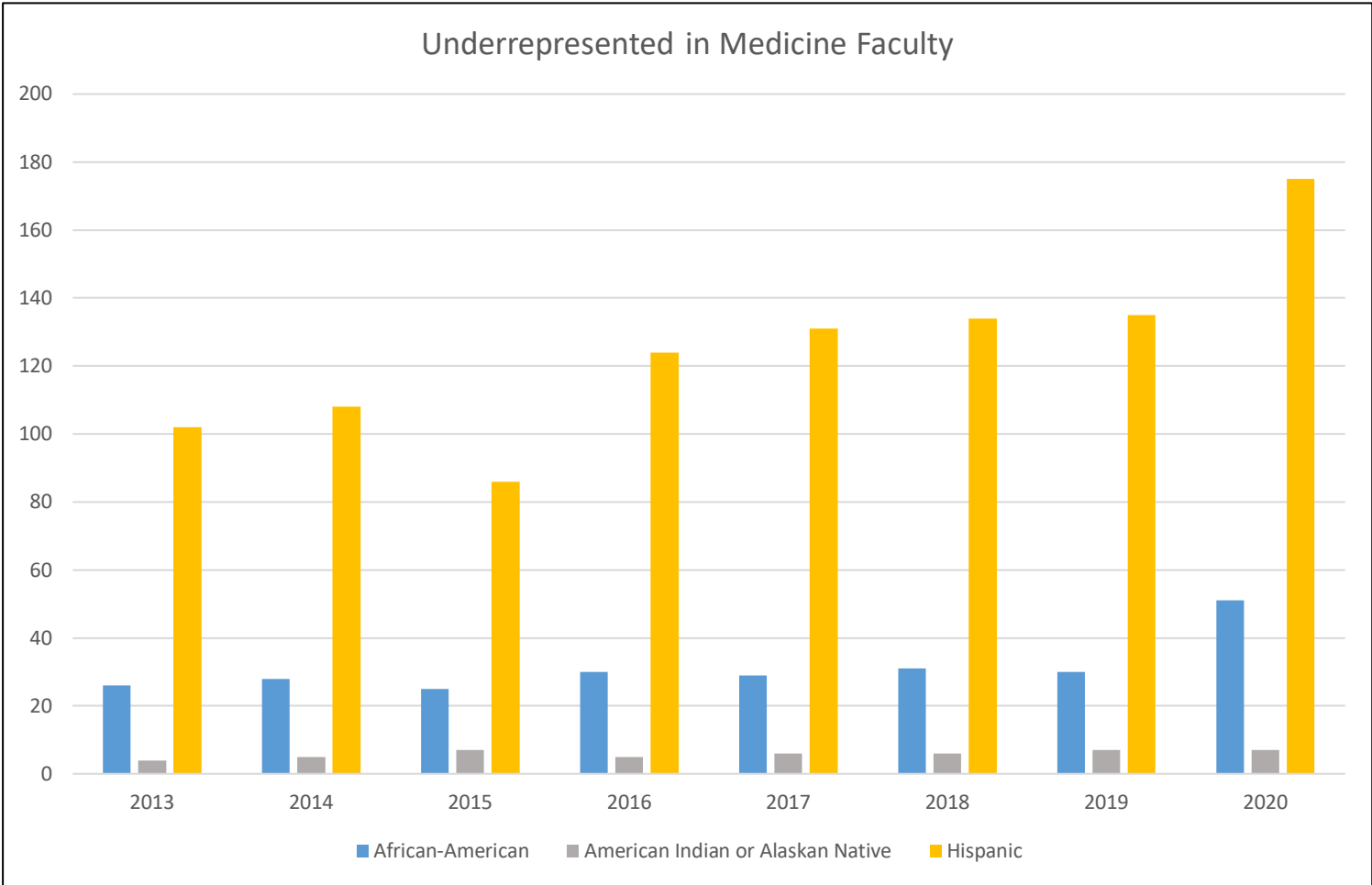
SOM Scholarships Diversity Recruitment

The table below shows all new scholarship funds utilized for diversity MD program diversit recruitment efforts annually. Columns represent dollars available for the recruitment season. Most are awarded fall of matriculation

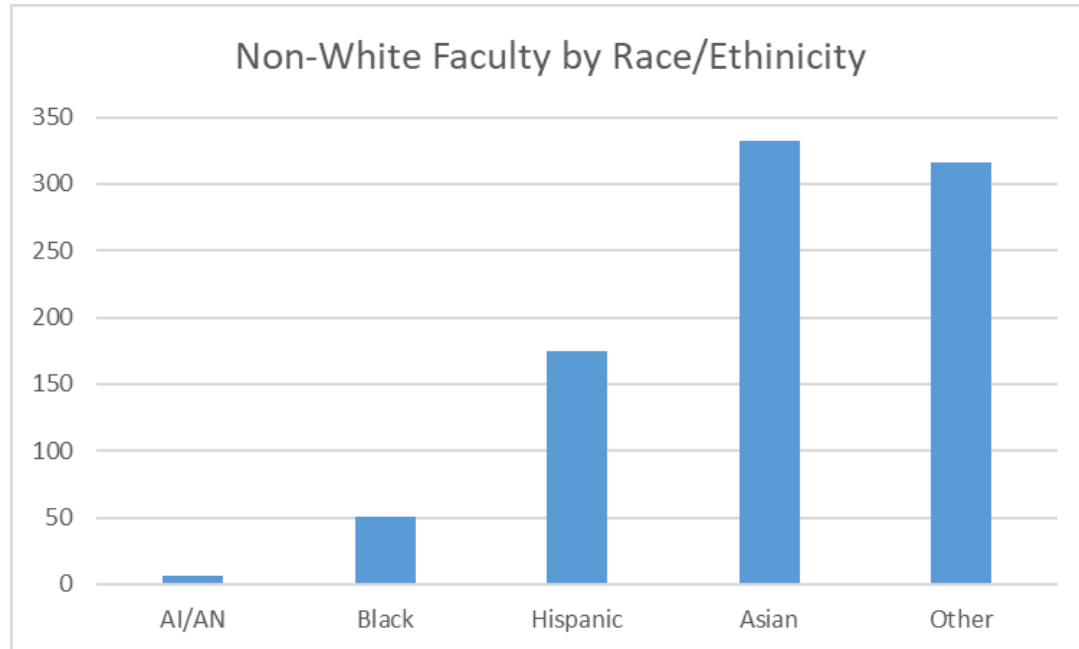
	AY16-17	AY17-18	AY18-19	AY19-20	AY20-21
Presidential Scholarship*	2,000,000	2,000,000	-	-	-
Senate Bill 19-207					960,000
Baughman - BA/BS-MD	84,021	82,069	81,896	83,112	85,867
Joseph Cogen	-	75,000	125,000	100,000	100,000
CU Medicine***			435,715	678,573	648,817
Dean's Distinguished			900,000	900,000	900,000
UPL Scholarship Funding			800,000	800,000	1,600,000
National Western Fund	74,500	30,500	60,000	60,000	-
Lopez Scholarships					1,700,000
Anschutz Scholars	-	-	-	-	75,000
Mile High Medical Society	33,600	2,500	246,533	235,213	364,458
Aggregated Smaller Funds**	319,900	154,245	255,378	162,120	21,093
Total:	2,512,021	2,344,314	2,904,522	3,019,018	6,455,235







Non-White faculty and URiM hires



While only 232 of our current faculty identify as a single URiM race/ethnicity (Black, Hispanic, American Indian/Alaska Native or Native Hawaiian), 41 of these faculty were hired in the last 4 years (17.6%). Faculty recruitment is aided by the support from the Dean's Minority Supplement, totaling \$4.9M thus far.

Office of Diversity and Inclusion Faculty Senate Update, January 2021



#AtCUWeSeeYou

Office of Diversity and Inclusion

- Open to all students, staff, residents and faculty
- Focus on pipelines (K-college) to practice (faculty and community)
- Medical Student Programming
 - SNMA, LMSA, APSA, MSPA
 - Annual Toast to Diversity
 - #WC4BL
 - Support and advising for URM students
 - Training on Implicit Bias
 - Community Engagement Opportunities
 - Diversity Reps from each class on Diversity Council
 - Curriculum Review



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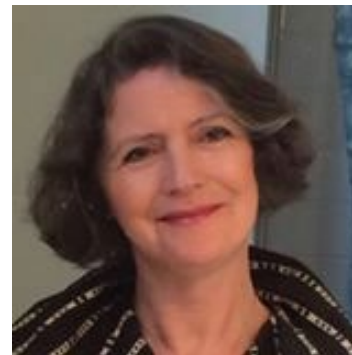
Christy Angerhofer

Diversity and Inclusion Professional | BA/BS - MD
Program Coordinator



Janet Meredith

Director of Student Programs, CSTAHR
faculty advisor, Community Liaison



Regina Richards, MSW, PhD
Associate Vice Chancellor of Diversity,
Inclusion, Equity, and Community
Engagement

Faculty Initiatives

- Dean's support for minority faculty
 - 0.2FTE (NIH cap)*3 years
- Recruitment and Search Committee Strategies
 - Updated unconscious bias trainings
 - Equity representatives
 - Search network/pool
- UCOLORS curriculum revision
- Colorado Consortium for Healthcare Diversity (Walter Conwell, Kaiser)
 - Recruitment, mentorship, educational programs
- Faculty dialogues around microaggressions in the clinical setting
 - UHealth led initiatives
 - Children's Hospital Partnership
- Departmental Diversity Leadership
 - Medicine, OB/GYN, Surgery, Radiology, Pediatrics, Otolaryngology
- Center for Women's Health Research, WIMS, ODI collaboration
 - Dialogue with Women Professors
 - Partnerships around gender equity

GME Initiatives

- Data collection
 - Annual program evaluation
 - Including multiracial data
- Recruitment strategies
 - SNMA national meeting
 - *Surgery, Family Medicine, OB/GYN, Medicine, Pediatrics*
 - Diversity councils, website, etc
 - CU students are a great pipeline to programs
- Coordinator trainings
 - Unconscious bias, holistic review
- PD programming
 - Unconscious bias, microaggressions, holistic review
- Minority and Allies Resident Council (MARC)
- Second Look for Residency and Fellowship
- Consultation for programs
 - Resident conversations around hospital experiences
 - Rank and match rules, affirmative action



Student Focused Initiatives

- Student groups
 - SNMA, LMSA, WC4BL, PRISM
 - Regional SNMA meeting, national meeting
- Recruitment
 - Admissions, SNMA, PAW, Pre Health AAMC
- Diversity Scholarships
 - Dean's Distinguished, CUMedicine
 - George Lopez Scholars
- Events
 - Fourth Annual Die In
 - Diversity Matters Lunch and Learn
 - Student led programming
- Mentorship and advising
 - FirstUp, ODI programming
- Curriculum
 - Review of PBL cases
 - Test question revision
 - Toolkit to examine and limit bias in curriculum
 - What happened and Why?
 - *President's Diversity Award*
- Curriculum Reform
 - Health and Society Pillar
 - *Health Equity*
 - *Health Disparities*
 - Community advisory board to reform
 - Assessments by patients
 - Mandatory service learning



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Metrics

- LCME preparation exposes data needs
- Defining categories across the ranks
- Recruitment outcomes (faculty, residents, students, staff)
- Climate Survey Data-SOM faculty, Students, AAMC?
- MS4 GQ
- How do we measure retention?
- Departmental Diversity Plans
- Training Program Diversity Plans
- Community Engagement Metrics
- Curriculum Assessment (Map, evaluations)

Pipeline Priorities

- More than 100 pipeline programs in the State of Colorado around Health Professions and Sciences
- SOM programs not coordinated uniformly
- BA/BS MD Program
- Prematriculation
- Post-Bacc
- African American Men (AAMC report)
- American Indian Programs not formalized with the SOM
- AHEC and Rural Program Relationships
- K-12

Student Recruitment Efforts

- Admission Committee Charge from the Dean and Diversity Council
- National Meetings—SNMA, NMA, AAMC
- Visiting professorships to medical school and undergraduate HBCU
- Follow up of students from Summer Pipeline Programs
- **Scholarships**
- Admissions Office Liaison to Pipelines
- Website
- Role of sexual orientation and gender identity reporting in application process

Core Curriculum

- Task Force
- Longitudinal Integrated Clerkships
- Anti-racism training
- Language and cultural humility
- Tracks
- Content of disparities, LGBTQ care, cultural humility, biases
- Extra Curricular Activities

Community Engagement

- Service learning requirement
- Tracking of faculty community activities, promotion matrix
- Department reporting of disparities research efforts
- Departmental reporting of underserved health care provision
- Public Relations
 - Listing of faculty and student activities
- *Aurora Commons Project*
- *Research Center for Health Disparities*

How can you help?

- Participate in implicit bias trainings
- Serve as an equity representative in your discussions
- Give us feedback about our processes and how issues of diversity, equity and inclusion come up
- Be prepared to deliberately speak about our values as CUSOM in this regard
- Continue to expand your own understanding of inclusive excellence and anti-racist views

#ThisIsOurLane

YOU CAN'T GO BACK AND CHANGE THE BEGINNING, BUT YOU CAN START WHERE YOU ARE AND CHANGE THE ENDING.
- C.S. LEWIS



Atatiana Jefferson

#sayhername



Nikkolas Smith

"Our struggle is not the struggle of a day, a week, a month, or a year, it is the struggle of a lifetime. Never, ever be afraid to make some noise and get in good trouble, necessary trouble."

<http://thenocturnists.com/the-nocturnists-black-voices-in-healthcare>