

# DICE Town Hall

Diversity, Inclusion, Culture, and Equity (DICE) Inventory

March 21, 2022

4:00 – 5:00 pm



The University of Vermont  
LARNER COLLEGE OF MEDICINE

# Agenda

- DICE inventory overview
- LCOM DEI review and timeline
- Subgroup presentations
- Q & A

# AAMC COD Collective Action Initiative on Advancing Diversity, Equity, and Inclusion (DEI)

This Collective Action Initiative is an opportunity to demonstrate a commitment to advancing DEI at the national leadership level within academic medicine.



# COD Collective Action Initiative Goals

Medical schools to assess their strengths and areas for improvement related to DEI & AR

Fully engage all medical schools in collective efforts to advance DEI & AR

Identify areas where AAMC can support the achievement of member DEI & AR goals

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# Diversity, Inclusion, Culture & Equity (DICE) Inventory

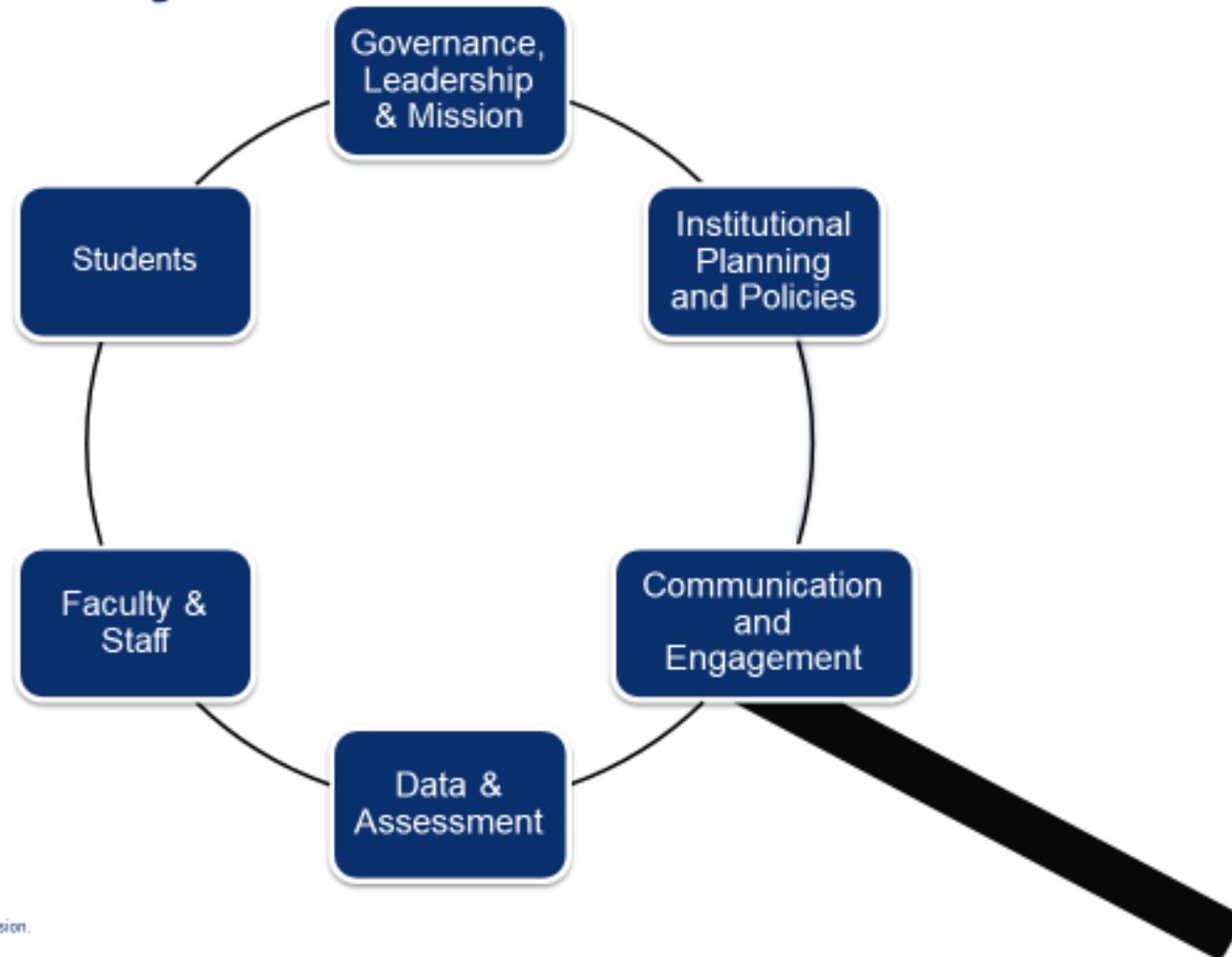


Aims to help institutions conduct a comprehensive review of institutional policies, practices, procedures, and programs that improve campus culture & climate.

- Funded by the California Wellness Foundation
- Collaboration with APLU/USU
- Piloted with 8 California medical schools and universities in 2016-2017 and 2017-2018
- Inventory Released in April 2021

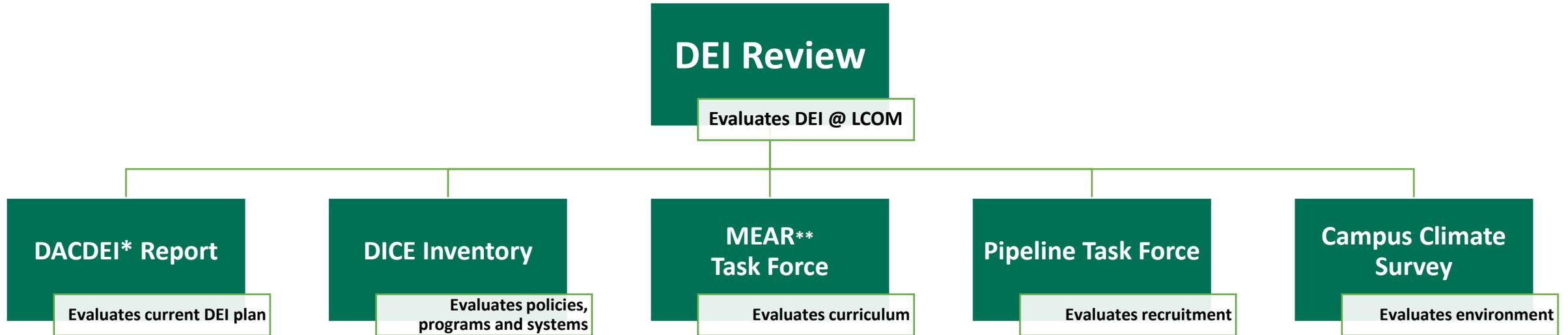
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# DICE Inventory Content Areas



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# LCOM DEI Review – (2021-2023)



*\*Dean's Advisory Committee on Diversity, Equity and Inclusion*

*\*\*Medical Education Anti-Racism Task Force*

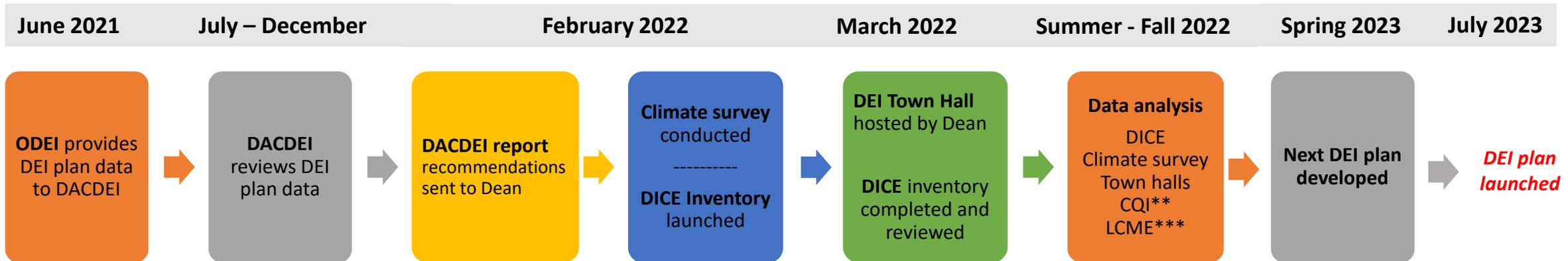
# LCOM DEI Review Timeline

DEI plan data collected from:

- ODEI
- Medical Admissions
- LCOM administration
- Department champions

Analyze recommendations from:

- Pipeline Task Force
- Medical Education Anti-Racism Task Force (MEAR)
- Social Justice Coalition (SJC)



\*DICE – AAMC Diversity, Inclusion, Culture and Equity Inventory

\*\*CQI – Continuous Quality Improvement

\*\*\* LCME – Liaison Committee on Medical Education

DEI plan alignment with:

- UVM
- UVM Medical Center
- UVM Health Network

# DICE Implementation Team

**Dean Richard Page, M.D.**  
*Dean*

**Christopher Berger, Ph.D.**  
*Associate Dean of Graduate Education and  
Postdoctoral Training*

**Jan Carney, M.D., M.P.H.**  
*Associate Dean for Public Health and Health  
Policy and Senior Advisor to the Dean*

**Brian Cote, M.B.A.**  
*Senior Associate Dean for Finance and  
Administration*

**Tiffany Delaney, MA.Ed.**  
*Director, Office of Diversity, Equity and Inclusion*

**Jill Jemison, M.B.A.**  
*Assistant Dean for Technology, Chief Information  
Officer for Health Sciences*

**Gordon Jensen, M.D., Ph.D.**  
*Senior Associate Dean for Research*

**Ed Neuert**  
*Editorial and Creative Director,  
Office of Medical Communications*

**Jason Sanders, M.D., M.B.A.**  
*Senior Associate Dean for Clinical Affairs; President,  
UVM Medical Group*

**Margaret Tandoh, M.D.**  
*Associate Dean for Diversity, Equity and Inclusion*

**Rebecca Wilcox, M.D.**  
*Associate Dean for Faculty Affairs*

**Christa Zehle, M.D.**  
*Senior Associate Dean for Medical Education*

# DICE Assessment Areas

**Dean Richard Page, M.D.**  
*Dean*

**Christopher Berger, Ph.D.**  
*Associate Dean of Graduate Education and  
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*Associate Dean for Faculty Affairs*

**Christa Zehle, M.D.**  
*Senior Associate Dean for Medical Education*

# Governance, Leadership, and Mission

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## Subgroup Leads

**Jan Carney, M.D., M.P.H.**

*Associate Dean for Public Health and Health Policy and Senior Advisor to the Dean*

**Gordon Jensen, M.D., Ph.D.**

*Senior Associate Dean for Research*

## Advisory

**Margaret Tandoh, M.D.**

*Associate Dean for Diversity, Equity and Inclusion*

**Tiffany Delaney, MA.Ed.**

*Director, Office of Diversity, Equity and Inclusion*

# Process

- Governance, Leadership, and Mission subgroup completed section draft
- Much information available on LCOM and UVM web sites
- Obtained input from LCOM Office of DEI
- Continue to collect input through UVM offices
- Who else should we be talking to?

# Institutional Planning and Policies

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## Subgroup Leads

**Jan Carney, M.D., M.P.H.**

*Associate Dean for Public Health  
and Health Policy and Senior  
Advisor to the Dean*

**Rebecca Wilcox, M.D.**

*Associate Dean for Faculty Affairs*

## Advisory

**Margaret Tandoh, M.D.**

*Associate Dean for Diversity, Equity and  
Inclusion*

**Tiffany Delaney, MA. Ed.**

*Director, Office of Diversity, Equity and Inclusion*

# Process

- Institutional Planning and Policies subgroup completed section draft
- Obtained input from key stakeholders regarding the focused areas:
  - Strategic planning and accountability
  - Accountability structures and processes
- Diversity, Inclusion and Equity Policies
  - Policies and processes to address discrimination, bias, and harassment
  - Salaries and benefits are awarded equitably
  - Diversity, inclusion, and equity integrated into policies and procurement
- Subgroup continues to collect input through comprehensive stakeholders
  - Who else should we be talking to?

# Communications and Engagement

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## Subgroup Leads

**Ed Neuert**

*Editorial and Creative Director,  
Office of Medical Communications*

**Rebecca Wilcox, M.D.**

*Associate Dean for Faculty Affairs*

## Advisory

**Margaret Tandoh, M.D.**

*Associate Dean for Diversity, Equity and  
Inclusion*

**Tiffany Delaney, MA. Ed.**

*Director, Office of Diversity, Equity and Inclusion*

# Process

- Communication and Engagement subgroup completed section draft
- Obtained input from key stakeholders (Vice Provost for Faculty Affairs Jim Vigoreaux, Vice Provost for DEI Amer Ahmed, Director of State and Federal Relations Wendy Koenig) regarding the focused areas:
  - **Institutional History**
    - Past exclusionary practices have been addressed
    - Local community history highlighted on campus
  - **Diverse, Inclusive, and Equitable Communication**
    - Diversity, inclusion, and equity goals are broadly communicated
  - **Local and National Diversity, Inclusion, and Equity Engagement**
    - Community partnerships created to address local needs
    - Institution is engaged with local and national diversity, inclusion, and equity policies
  - Subgroup continues to collect input through comprehensive stakeholders (OMSE, Public Health, Learning Environment, Senior Associate Dean for Research) and more
    - Who else should we be talking to?

# Data and Assessment

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## Subgroup Leads

**Jill Jemison, M.B.A.**

*Assistant Dean for Technology, Chief  
Information Officer for Health Sciences*

**Jan Carney, M.D., M.P.H.**

*Associate Dean for Public Health and Health  
Policy and Senior Advisor to the Dean*

## Advisory

**Margaret Tandoh, M.D.**

*Associate Dean for Diversity, Equity and Inclusion*

**Tiffany Delaney, MA.Ed.**

*Director, Office of Diversity, Equity and Inclusion*

# Process

- Data and Assessment subgroup completed section draft and engaged with ODEI
- Need to engage with UVMHN efforts, especially around workforce
- Key takeaways:
  - We have good data informed practices but need to make data more broadly available
  - Transparency in data efforts is key
  - Climate survey is a key starting point
  - We have good community engagement for projects but we need a larger outreach effort centrally
- Feedback/Input welcome

# Faculty and Staff

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## Subgroup Leads

**Rebecca Wilcox, M.D.**  
*Associate Dean for Faculty Affairs*

**Brian Cote, M.B.A.**  
*Senior Associate Dean for Finance and Administration*

**Jason Sanders, M.D., M.B.A.**  
*Senior Associate Dean for Clinical Affairs;  
President, UVM Medical Group*

## Advisory

**Margaret Tandoh, M.D.**  
*Associate Dean for Diversity, Equity and Inclusion*

**Tiffany Delaney, MA. Ed.**  
*Director, Office of Diversity, Equity and Inclusion*

# Process

- Faculty and Staff subgroup completed section draft
- Obtained input from key stakeholders (Assistant Dean for Medical Education/Director of the Teaching Academy Katie Huggett, Vice Provost for Faculty Affairs Jim Vigoreaux, Vice Provost for DEI Amer Ahmed) regarding the focused areas:
  - Diverse, Inclusive, and Equitable **Faculty Recruitment**
    - Diversity, inclusion, and equity is actively pursued in faculty recruitment and hiring
  - Diverse, Inclusive, and Equitable Faculty **Scholarship, Promotion, and Development**
    - Research and service on diversity, inclusion, and equity topics are valued
    - Policies and programs support diverse, inclusive, and equitable faculty in promotion and advancement
    - Policies and programs support diverse, inclusive, and equitable faculty retention and professional development
  - Diverse, Inclusive, and Equitable **Staff Recruitment and Development**
- Subgroup continues to collect input through comprehensive stakeholders
- Who else should we be talking to?

# Students

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## Subgroup Leads

**Christa Zehle, M.D.**  
*Senior Associate Dean for Medical  
Education*

**Christopher Berger, Ph.D.**  
*Associate Dean of Graduate Education  
and Postdoctoral Training*

## Advisory

**Margaret Tandoh, M.D.**  
*Associate Dean for Diversity, Equity and  
Inclusion*

**Tiffany Delaney, MA. Ed.**  
*Director, Office of Diversity, Equity and  
Inclusion*

# Student Subgroup Members

- Joseph Owuor, Graduate Student, Master of Medical Science Program
- Megan Zhou, Medical Student
- Elizabeth Kelley, Medical Student
- Gabby Sarriera-Valentin, Medical Student
- Erin Montgomery, Staff
- Colleen Case, Staff
- Ellen Kulaga, M.D., Faculty
- George Wellman, Ph.D., Faculty

# Process

- Informed all student leadership groups of LCOM's participation in the DICE inventory
- Organized a Student Subgroup consisting of faculty, staff and students
- Developed a survey using DICE Student questions to obtain community input regarding the focused areas:
  - Diversity, inclusion, and equity pedagogy is integrated into the curriculum
  - Organizations and venues for diversity, inclusion, and equity are supported
  - Diversity, inclusion, and equity is valued during student recruitment and admissions
  - Programs in place to support diverse student retention and success
- Deployed survey to student leadership group members, Class of 2023 CT cohort and DICE Student Subgroup members
- Subgroup will analyze the survey data and make recommendations for the responses to the DICE Inventory Student questions

# Q & A

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The University of Vermont

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