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**Office of Diversity, Equity and Inclusion Updates**  
**February 14, 2022**

**Upcoming Events**

**BLACK HISTORY MONTH**

**Seminar: Post Traumatic Slave Syndrome with Dr. Marissa Coleman**

February 15, 2022

12:00 p.m.- 1:00 p.m.

<https://uvmhealth.zoom.us/j/8028472721?pwd=bVFxTEgvdFhGN2dRSldybklPeGFwQT09>

**Black History Trivia Presented By: Larner College of Medicine Student National Medical Association**

February 23, 2022

12:00 p.m. - 1:00 p.m.

Med Ed Center 100

**GENDER EQUITY**

**Celebration of Gender Equity in Medicine and Science and Awards**

March 3, 2022

12:00 – 1:30 pm

Via Zoom: <https://uvmcom.zoom.us/j/94286333209>

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**Larner College of Medicine Updates**

**AAMC Diversity, Inclusion, Culture, Equity Inventory (DICE)** – The AAMC Council of Deans (COD) is undertaking a new Collective Action Initiative on Advancing Diversity, Equity, and Inclusion (DEI) within AAMC-member medical schools. The [AAMC'S DICE Inventory](#) responds to the academic medicine community's desire for concrete actions and accountability from medical school leaders to accelerate meaningful change that supports DEI and anti-racism efforts across U.S. medical schools and ensures appropriate oversight, support, and accountability from the medical school dean.

This initiative is part of the Larner College of Medicine's [DEI strategic plan development](#) process currently underway.

**Office of Diversity, Equity and Inclusion Updates**

**DACDEI Report Next Steps**

- Report sent to Dean
- Dean will review and discuss with DACDEI at the 3/7 DACDEI meeting
- Report will be shared with COMAC, SAG and Larner COM community
- DEI town halls will be scheduled for March 2022, to solicit feedback from the Larner COM community

**2021-2023 DEI Strategic Plan Development Timeline**

- [DEI Strategic Plan Development Timeline](#)

## Office of Diversity, Equity and Inclusion Updates

### February 14, 2022

**UVMCC/UVMHN/Larner COM/UVM Collaborations** – DEI leadership across all three institutions have begun work to identify cross-institutional opportunities for collaboration including annual DEI events, coordinating DEI strategic planning processes, and enhancing the scope and availability of DEI education resources.

#### **Health Equity Grand Rounds Series Launches**

New series launched in December to highlight scholarly work around DEI in departments.

- *The Role of Race in Lung Function Interpretation- A Modern View* – David Kaminsky, MD
- *The Impact of Diversity, Equity and Inclusion in Medicine*, Jacqueline Hunter, DC, NMD, MHA

#### **Pipeline and Outreach Updates**

Review of all current and proposed medical student and faculty pipeline programming is wrapping up in conjunction with the Pipelines Task Force. Suggested new programming being explored include:

- **BA/MD – BS/MD Pipeline Program for Priority Groups** – This program would allow students to earn a Bachelor of Science or Arts (BS or BA) degree followed immediately by a Doctor of Medicine (MD) degree without having to go through a separate admissions process for medical school.
- **Virtual LCOM Residency Fair** – This annual event will provide prospective residents and trainees the opportunity to meet representatives from each residency program. It will also provide a great opportunity for program directors and current residents to promote their programs directly to trainees.
- **Visiting Student Elective Scholarship Program (VSESP)** – Goal of expanding VSESP to all departments by June 2023
- **BIPOC Faculty and Resident List** – SNMA and ODEI are collaborating on the creation of a directory of BIPOC faculty, residents and fellows to foster connection, mentorship opportunities, etc.

**UVM Cultural Guide** – The [UVM Cultural Guide](#) had a soft-launch in January and is designed for those living or considering living in the Burlington area and who want to learn more about the diverse resources available in the area. It is a collaboration between UVMCC/UVMHN/Larner COM/UVM and will be an important part of our recruitment and retention plans for students, faculty and staff.

### **UVM Division of DEI, including the University Diversity Council (UDC) Updates**

#### **2022 UVM Campus Climate Survey**

The [UVM climate survey](#) launched on 2/7 and will run through 3/1. Questions have been modified to ensure that LCOM and its staff faculty and students are represented in the survey instrument. This survey is conducted every three (3) years and its data is used to inform strategic DEI planning.

#### **Prep for 2022 DEI Strategic Planning**

Review of the University of Michigan [DEI Strategic Planning Toolkit](#) is underway by UVM/UVMCC. This tool is being used as the foundation of both UVM and UVMCC strategic diversity plans, set to launch in 2022. LCOM is collaborating with both organizations to ensure LCOM utilizes the same framework for our future DEI plans.