DICE Town Hall

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

March 21, 2022
4:00 – 5:00 pm
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
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
LCOM DEI Review – (2021-2023)

DEI Review
- Evaluates DEI @ LCOM

DACDEI* Report
- Evaluates current DEI plan

DICE Inventory
- Evaluates policies, programs and systems

MEAR** Task Force
- Evaluates curriculum

Pipeline Task Force
- Evaluates recruitment

Campus Climate Survey
- Evaluates environment

*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)

**June 2021**
- ODEI provides DEI plan data to DACDEI

**July – December**
- DACDEI reviews DEI plan data
- DACDEI report recommendations sent to Dean

**February 2022**
- Climate survey conducted
- DICE Inventory launched

**March 2022**
- DEI Town Hall hosted by Dean
- DICE inventory completed and reviewed

**Summer - Fall 2022**
- Data analysis
  - DICE Climate survey
  - Town halls
  - CQI**
  - LCME***

**Spring 2023**
- Next DEI plan developed

**July 2023**
- DEI plan launched

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*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

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Dean

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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
Governance, Leadership, and Mission

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

**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

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

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
• 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

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

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