

Group on Student Affairs Committee on Diversity Affairs (CODA) Annual Report 2009

The Committee on Diversity Affairs (CODA) held its inaugural meeting July 15-16, 2009 in Washington, DC. CODA members also participated in the GSA Leadership Workshop on July 14, 2009.

Inaugural GSA-CODA Members

The members of the inaugural GSA-CODA are: **Chair- Karen A. Lewis, M.S.**

Assistant Vice President, Student Services and Enrollment Management, Meharry Medical College; **Central-Gloria V. Hawkins, Ph.D.**, Assistant Dean for Multicultural Affairs, University of Wisconsin School of Medicine and Public Health; **Northeast- Carlyle H. Miller, M.D.**, Associate Dean for Student Affairs and Equal Opportunity Programs, Cornell University Weill Medical College; **Southern- Brenda A. Latham-Sadler, M.D.**, Associate Professor of Family & Community Medicine, Assistant Dean for Student Services, Director of Diversity and Development Initiatives, Wake Forest University Health Sciences Medical Center, **Western- Linda K. Don, M.Ed.**, Assistant Dean, Office of Outreach and Multicultural Affairs, University of Arizona College of Medicine; **OSR-Phillip Murray**, 4th Year medical student, Medical College of Georgia; **NAAHP Liaison- Michael Ellison, Ed.D.**, Assistant Dean & Pre-Health Advisor, Chicago State University; **AAIP Liaison- Joycelyn Dorscher, M.D.**, Director, Center of American Indian and Minority Health, University of Minnesota Medical School; **Liaison to COA- Ronald D. Garcia, Ph.D.**, Assistant Dean for Minority Affairs, Stanford University School of Medicine; **Liaison to COSFA-Martha C. Trujillo**, Director for Student Financial Services, Stanford University School of Medicine; **Liaison to COSA-Virginia D. Hardy, Ph.D.**, Sr. Associate Dean, Academic Affairs, The Brody School of Medicine at East Carolina University; **Liaison to COSR-Sonia Beasley**, Office Manager, Office of Student Affairs, University of Maryland School of Medicine; **GSA- Dwight Davis, M.D.**, Associate Dean for Admissions & Student Affairs, Pennsylvania State University College of Medicine. **AAMC Staff - Lily May Johnson, M.S.**, Manager, Diversity Policy and Programs, Association of American Medical Colleges

In its first official action, GSA-CODA voted unanimously to endorse the Stanford University School of Medicine's LGBT survey project designed to assess each medical school's curriculum and programming targeted to the care of the LGBT patient. The details and format of what this endorsement means still need to be determined.

Most of CODA's time was spent identifying potential projects and initiatives. Some of the ideas that were vetted are:

- Endorse and collaborate on LGBT survey.
- Competency based education tied to life experiences or immersion experiences related to diversity (HHMI) – long term
- Academic Medicine Pipeline (in conjunction with GDI) (medical school, GME, faculty, medical school administration)
- Pre-health Advisors Development and establishing ongoing collaborations (LCME Standard – MS8)
- Pipeline Programs (K-16) (LCME Standard – MS8)
- Improve the development, recruitment and retention of Native American students.
- Black Male Initiative
- Hispanic/Latino Male Initiative
- Partnering with Student Organizations (OSR, AMSA, SNMA, ANAMS, etc.) to produce a resource guide for diverse applicants
- Expand career fair to regional GSA meetings (in collaboration with OSR).
- Institutionalize training on cultural competency, teacher-learner environment (LCME Standard - MS13)
- Develop a model for doing unit/office/department reviews for diversity offices within a medical school.
- Development of diversity awareness programs that can be implemented during new student orientations.
- Continue regional mini-PDCs.

Feedback on these ideas and suggestions for additional ideas will be solicited from the new GSA-CODA constituency at the AAMC Annual Meeting in Boston in order to inform the prioritization process. Constituent participation will be key to the success of these projects.

CODA Constituency

CODA's constituents were named Diversity Affairs Officers (DAO). A person can be either the institutional representative (named by the Dean) or the individual representative (self nominated or nominated by others). Persons named to either category should be faculty or administrators who have student-focused responsibility for, interest and/or expertise in diversity affairs/minority affairs/multicultural affairs at their respective medical schools. A letter was sent in August 2009 to all Deans from Dr. John Prescott, AAMC's Chief Academic Officer, soliciting the Deans' designations for institutional representatives. The first meeting of Diversity Affairs Officers (institutional and/or individual) is scheduled for Sunday, November 8, 2009 from 5:30 – 7:00 p.m. at the AAMC Annual Meeting. There will be a GSA-MAS Sunsetting Session at the AAMC Annual Meeting on Monday, November 9, 2009 at 3:00 p.m.

CODA Committee Members Selection Process

There was much discussion about the process of identifying committee regional membership and the national chair. The committee is populated for the transition period, but there is strong consensus to continue to elect the regional and national members of CODA. However, other GSA Committees' membership and leadership is appointed. At GSA-CODA's suggestion, the GSA Steering Committee agreed to review the selection process of all GSA committees. Dr. Molly Osborne, GSA Chair, appointed a sub-committee to review the pros and cons of the election and appointment processes and bring back a recommendation to the GSA Steering Committee.

AAMC Committee Appointments

In the past, GSA-MAS was responsible for appointing representatives to the AAMC Graduation Questionnaire (GQ), and the National Board of Medical Examiners (NBME) Advisory Committee for Medical School Programs. Since these are student-focused committees, GSA-CODA will now make those appointments. Dr. Gary Butts served as the NBME Committee representative and his term has expired. Dr. Brenda Latham-Sadler has been named the new representative. Dr. Sade Kosoko Lasaki is our representative to the AAMC GQ Committee.

Homework Assignment

The textbook "Diversity in Organizations" by Dr. Myrtle Bell was distributed to all committee members. Chapters 1 – 3 were assigned as homework.

We look forward to working with the GSA-CODA constituency, Diversity Affairs Officers, other GSA Committees, GDI and AAMC in advancing and advocating for the full embrace of diversity in medical education.

Karen A. Lewis, M.S.
Chair, National GSA-CODA 2009-2012