
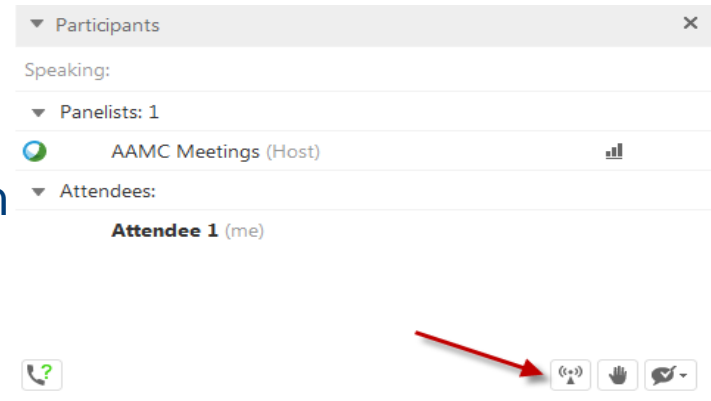


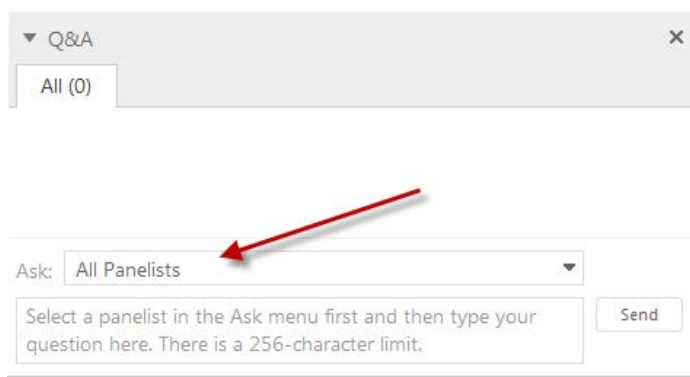
Housekeeping

Audio:

- You will not hear audio until the webinar begins.
- Please make sure your computer speakers are on and the sound is turned up to hear the audio.
- If you still have no sound once the webinar starts, please click on the audio broadcast icon () located in the Participants Panel on the right hand side of your screen.



Questions:



- Please use the Q&A panel located on the right side of your screen to submit questions during the webinar. Send to “All Panelists”.

If you experience technical or audio issues, please send a message through the Chat panel to “AAMC Meetings”.



Tomorrow's Doctors, Tomorrow's Cures

Learn

Serve

Lead

The Group on Student Affairs (GSA) Serving the Needs of Medical Student Diversity:

An Overview of the GSA-Committee on Student Diversity Affairs and the Community of Student Diversity Affairs Representative



Association of
American Medical Colleges

Presenters

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Chair GSA-COSDA
USD Sanford School of Medicine

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Harvard Medical School

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Southern Region Representative
University of Louisville

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Director, Group on Student Affairs

Medical School Mission-Related Goals

- Meet the nations health needs
- Address racial and ethnic disparities in healthcare
- Broaden & strengthen healthcare research
- Supply professionals that meet patients needs

- Our diversity efforts likely are matched to mission-related goals

LCME Standards

3.3 Diversity/Pipeline Programs and Partnerships:

A medical school has effective policies and practices in place, and engages in ongoing, systematic, and focused recruitment and retention activities, to achieve mission-appropriate diversity outcomes among its students, faculty, senior administrative staff, and other relevant members of its academic community. These activities include the use of programs and/or partnerships aimed at achieving diversity among qualified applicants for medical school admission and the evaluation of program and partnership outcomes.

AAMC: Group on Student Affairs

The purpose of the Group on Student Affairs (GSA) is to advance medical education and, specifically, to represent the interests of medical schools and medical students in the areas of admissions, student affairs, financial aid, diversity affairs, and student records.

Committee on Admissions

Committee on Student Diversity Affairs

Committee on Student Affairs

Committee on Student Financial Assistance

Committee on Student Records

Committee on Student Diversity Affairs

COSDA provides guidance on medical student diversity, on a local, regional, and national basis, with respect to student recruitment, admissions, retention and graduation.

We wish to address diversity in it's widest sense.

COSDA Mission

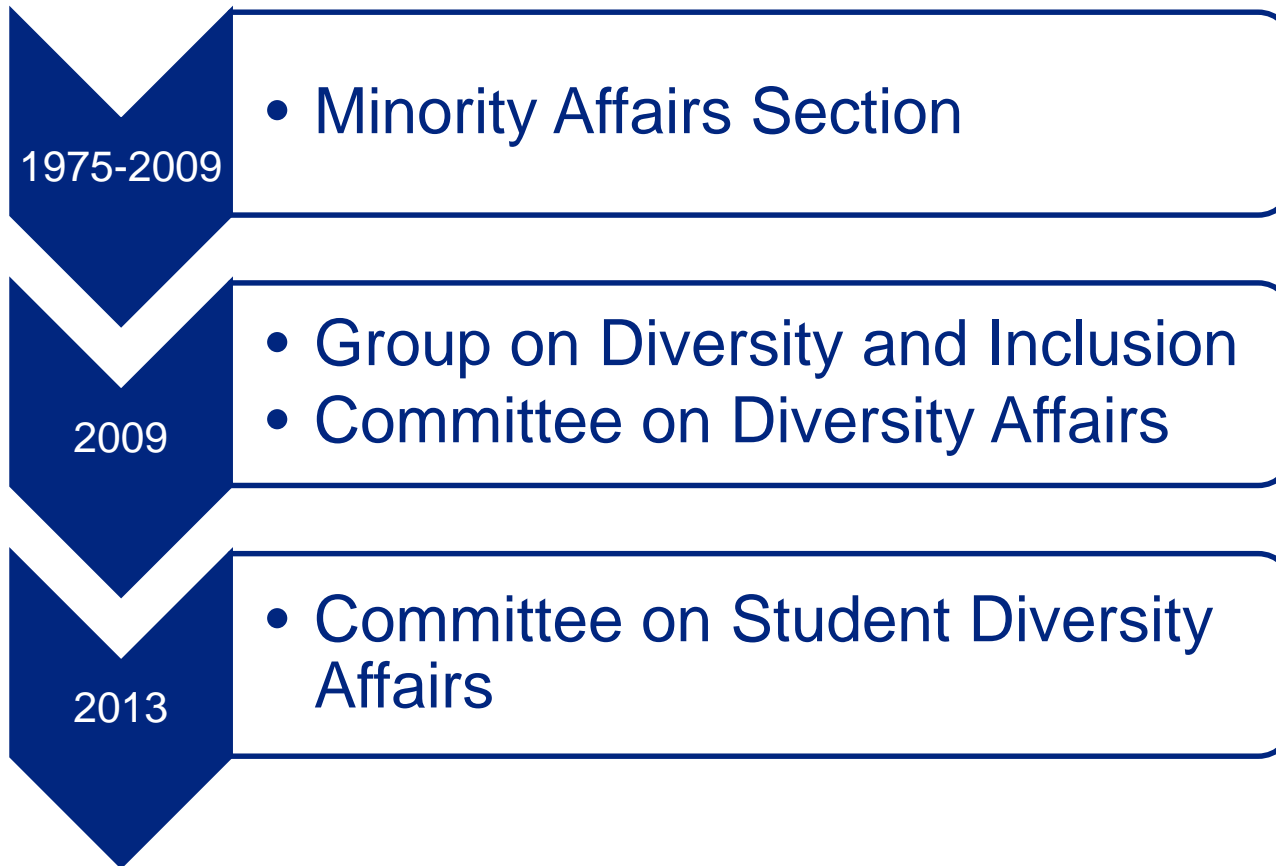
Mission: Improve the health of our diverse nation.

Strategic Initiatives:

- Promote racial and ethnic diversity in the physician workforce and medical education;
- Develop diverse leadership;
- Develop reciprocal communications among Student Diversity Affairs Representatives, COSDA members, GSA, GDI, the AAMC, and external organizations that address minority issues;
- Increase collaboration within the AAMC.

(https://www.aamc.org/members/gsa/committees_gsa/coda/251300/codamission.html)

Origin of COSDA



COSDA



Responsibilities

- Provide leadership on the development and implementation of effective diversity practices
- Lead point of contact on:
 - medical student diversity
 - outreach and pipeline programs
 - recruitment, admissions, retention
 - counseling
- Academic programming on:
 - racial and ethnic diversity and the under-served from different geographic and socio-economic backgrounds,
 - LGBT community
 - disabled and others with special needs

Membership

Student Diversity Affairs
Institutional Representative

- Designated by Deans

Student Diversity Affairs
Individual Representative

Affiliate Members

COSDA Regional Representatives

Central Region

Dawn Bragg, Ph.D. (November 2017)
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Southern Region

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Western Region

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(November 2017)
Clinical Professor of Pediatrics Assistant
Dean for Diversity Community Partnerships
University of California, San Diego School of
Medicine
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Regional Issues

Opportunity to connect on specific issues:

- Shared concerns common among institutions
 - i.e. Medical Spanish, climate issues among similar institutions, recruiting issues common in a region of the country, etc
- Collective wisdom of the whole
 - Connections to scholarship, allies, resources, and strategize
 - Comparable data – are there folks who are utilizing comparative data who might be willing to share (headcount, climate)?

Examples of COSDA's Impact

Initiatives of Impact:

- COSDA sponsored webinars:
 - IRS (Information Resource Series) with 7 webinars around students with disabilities
 - White Coats for Black Lives
 - Understanding Med-Mar
 - Mitigating Stereotype Threat in Medical Education
- Artemis Medical Society and curricular innovation
- White House Initiative on Historically Black Colleges and Universities (HBCUs)

Engagement

Connecting with Student Diversity Affairs Offices:

- Emails to the region
- Connecting at the regional/GSA meetings
- Targeted communication with individuals
- Additional webinars? Conference calls on specific diversity or program issues (LCME 3.3 or medical Spanish, for example)?

Other ideas for engaging institutions

- Climate assessment issues – utilizing existing data from GQ, Y2Q; developing an assessment strategy (questions and metrics; analysis and utilization strategy)
- Cultural competence curricular innovations and ideas
- Specific identity issues for study (race and whiteness; gender identity/expression; LGBT; ability; religion; etc.)
- LCME 3.3 – lessons learned and successful strategies

GSA Professional Development Initiative

Group on Student Affairs | X
https://www.aamc.org/members/gsa/427894/gsaperformanceframework.html
AAMC.org | Cart | Sign In or Register

Initiatives | Data and Analysis | Services | Member Center | About Us | View GSA PDI Toolkit >>

Promoting Growth and Excellence Across the GSA Community

What is the GSA Performance Framework?

The GSA Performance Framework sets the benchmark of performance excellence and distinguishes the importance of student affairs in medical education as a profession. It outlines critical behaviors essential for successful performance and career progression, inclusive of all roles and functions across the GSA community, in alignment with the LCME standards.

The Framework consists of four components:

- **GSA Core Values and Guiding Principles** – Define what is most important to the GSA community and set a guidepost for how professionals should strive to perform their work.
- **Common Areas** – Four (4) areas of critical behaviors essential for successful performance for all student affairs professionals; regardless of specific titles, roles, and services provided.
- **Areas of Expertise** - Eight (8) areas of more technical critical behaviors essential for successful performance unique to specific roles, functions, and services provided.
- **Benchmarks** – Three (3) distinct groupings of critical behaviors, ranging from tactical to strategic, that span across Common Areas and Areas of Expertise within the Framework. Each benchmark aligns with typical roles present across student affairs functions in medical education.

View the [GSA Performance Framework Overview PDF](#) for a more detailed overview and the [GSA Performance Framework PDF](#) for the entire Framework with in-depth Area descriptions and critical behaviors.

How can I best use the Framework?

The Framework was developed to complement and enhance current professional development practices and results for all GSA professionals and the larger community. Let's look at various roles to see how you may benefit most from the Framework and achieve the results you want.

As a **Professional** impacting your performance and career:

Framework Uses: _____

Potential Benefits/Results: _____

Professional Development

GSA Professional Competencies:

- Student Diversity and Inclusion as an area of expertise
 - Represents critical behaviors as well as opportunity to illuminate areas of future growth
 - Describes benchmarks so that skills and development can be assessed iteratively
 - Opportunity to highlight content experts and the journey

Stay Connected – GSA-COSDA Website

The screenshot displays the AAMC website for the Committee on Student Diversity Affairs (COSDA). The page layout includes a top navigation bar with the AAMC logo and the text 'Association of American Medical Colleges'. Below this is a search bar and a menu with options like 'Government Affairs', 'Newsroom', 'Meetings', and 'Publications'. The main content area is titled 'Committee on Student Diversity Affairs (COSDA) Home' and contains several sections: 'About COSDA' with links to 'Welcome to COSDA', 'COSDA Committee Roster', 'GSA National and AAMC Advisory Committee Rosters', and 'Student Diversity Affairs Representatives Listserve'; 'Meetings and Events' with links to various meeting agendas and minutes; and 'National Committees' with a list of committees including COA, COSDA, COSA, COSFA, COST, and Committee Rosters. A sidebar on the left provides navigation links for 'GSA Home', 'About GSA', 'Leadership', 'Resources', 'Learning Opportunities', and 'Contact GSA'. A 'Sign in here' button is also present. The bottom of the page shows a Windows taskbar with various application icons and a system tray with the date and time.

https://www.aamc.org/members/gsa/committees_gsa/coda/



Student Diversity Affairs Listserv

Friday Announcements and Opportunities



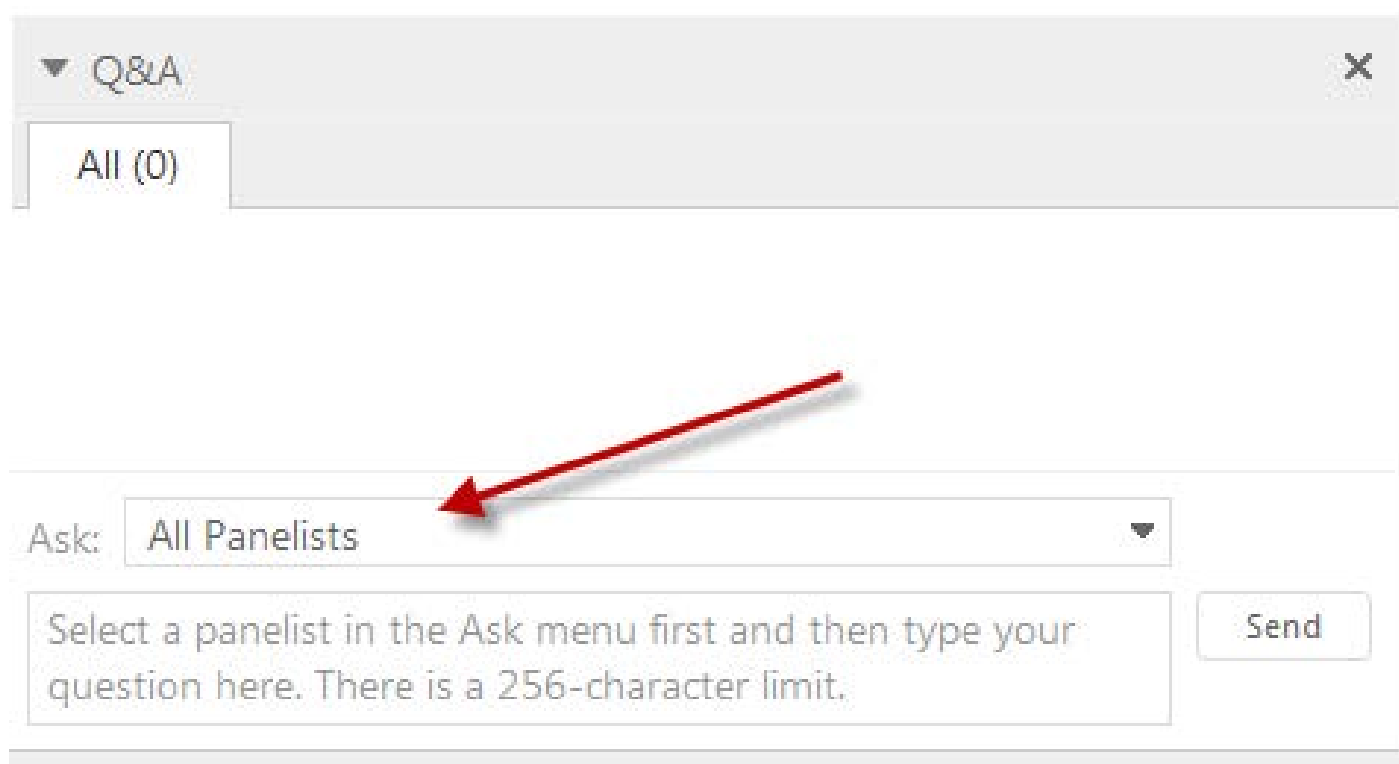
- ARTICLES OF INTEREST
- OPPORTUNITIES FOR STUDENTS
- OPPORTUNITIES FOR PROFESSIONALS AND STUDENTS
- PREVIOUS ANNOUNCEMENTS, IMPORTANT DEADLINES AND MORE
- INSIDE THE AAMC
- Listserv for Student Diversity Affairs Officers
gsadiversityaffairsreps@lists.aamc.org

Checklist

- Identify diversity reps at your school
- Develop networks at your school
- Admissions, students affairs, financial aid, student records
- Develop networks outside your school
 - Identify regional representative
 - Contact regional rep and introduce your self
 - Look for emails
 - Attend conferences

Questions

Please use the Q&A panel located on the right side of your screen to submit your questions. Send to “All Panelists”.



Q&A

All (0)

Ask: All Panelists

Select a panelist in the Ask menu first and then type your question here. There is a 256-character limit.

Send

Future GSA webinars

- Promoting Financial Literacy Effective Practices
 - April 28th - 2:00 to 3:00 p.m. ET
- Supporting your students' request for accommodations on high stakes exams
 - May 12, 2016 3:00-4:00 p.m. ET

Visit for information and future webinar's:

<https://www.aamc.org/members/gsa/learningopportunities/>

Follow up questions/concerns or potential topics for discussion send to cosda@aamc.org



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