

Task 7: Establish roles, responsibilities, and decision-making channels

Purpose: This is a top-level framework for understanding all the diversity functions and work.

Directions: Read down each column (not across).

- **Column heads identify all functions** under general Diversity & Inclusion work.
- **Associated programs or initiatives are listed below** the appropriate head.

Key	
	System-Wide
	UMMS (medical school)
	UMMHC (clinical system)
	Students

University of Massachusetts Medical School/UMass Memorial Health Care Diversity & Inclusion Centralized Department Functions						
Engagement	Inclusive Environment	Cultural Competence	Community	Core Values	Compliance	Talent Management
Programs and Events sponsored by D & I Office, CEOD, and its committees; UMMMC/UMMMG Events	Committee on Equal Opportunity and Diversity (CEOD) Civility Disabilities LGBT Mature Workforce MAAC Professional Women International CWM Cultural Diversity Committee MBL Cultural Diversity Committee UMass Medical Center Diversity Council Employee Resource Groups	Workplace Harassment Prevention	MLK Observance	Chancellor's Awards/CEO Award	Affirmative Action Plan	Workforce Demographic Trends
Work/Life Balance: Parents in a Pinch, Dry Cleaning Services, Farmer's Market, Mother's Room, On-Site Day Care	Women's Faculty Committee (WFC)	Cultural Competence and Patient Experience	Hispanic Heritage Month	Chancellor's Awards /CEO Award	EEO/OFCCP	Standardized Search Processes
Metrics: Diversity Engagement Survey	Students Advancing Diversity	Accommodating, Managing, and Recruiting Employees with Disabilities	LGBT Convocation Week Welcome Luncheon	Holiday Guidelines	Chapter 151B	Baccalaureate/MD Pathway
Workplace Benchmark Surveys	Student National Medical Association (SNMA)	LGBT Health	Supplier Diversity	Civility Statement	Title VII of the Civil Rights Act	Emerging Professionals Summer Internship Program
Mother's Room	Diversity Speaker Series	Diversity Toolkit	Women's History Month		American Disability Act	New Employee Orientation
Engagement Events	Diversity Leaders Meetings	Professionalism and Cultural Sensitivity	Veteran's Celebration		Vets 100 Report	Faculty Diversity Scholars Program (FDSP)
		Stereotyping in Medicine	International Festival		LCME Standards/NEASC/JC Standards, CLAS Standards	Workforce Development
			Building Brighter Futures Program		Integrated Postsecondary Education Data System (IPEDS)	Health Science Preparation Program (HSPP)
		Diversity in Health care Forums	Community Advisory Panel		Appropriate Treatment of Students	URM Mentoring Circles
		Language Enrichment Programs	Women's Health Conference		Title IX	Human Capital Report

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