

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

**Diversity Initiative Organization Chart  
University of Massachusetts Medical School**

**Purpose:** This tool is used to support role clarification, partner identification, and scope of work.

Diversity & EO Initiatives	Impact Area	Internal Partners	Diversity & Inclusion Office
<b>Engagement</b>			
Diversity Leaders Committee	Institution	HR, FA, GSN, GSBS, GME	Own, Lead, Drive
International Festival	Ethnic Diversity	HR	Own, Lead, Drive
Black History Month Program	Race Diversity	Library	Own, Lead, Drive
Chinese New Year	Race Diversity	International Committee	Own, Lead, Drive
Women’s History Month	Faculty	WFC, Library	Support, Resource
Women’s Health Program	Faculty	WFC, Library	Support, Resource
Women’s History Month	Gender Diversity	CEOD, Professional Women	Support, Resource
Holocaust Remembrance Day	Religion Diversity		Own, Lead, Drive
National Older Americans Month	Age Diversity	CEOD, Mature Workforce	Support, Resource
Asian Pacific-American Month	Race Diversity	Library	Own, Lead, Drive
Ramadan	Religion Diversity		Own, Lead, Drive
Hispanic Awareness Month	Race/Ethnic Diversity		Own, Lead, Drive
Disability Programs	Ability Diversity	Disability Committee	Support, Resource
AAC Committee	Medical School, GSN, GSBS	School Services	Support
Domestic Violence Month	Institution	Civility Committee	Support, Resource
Deepavail/Diwali	Religion Diversity		Own, Lead, Drive
Native American Month	Race Diversity		Own, Lead, Drive
Veterans Day Celebration	Military Status		Own, Lead, Drive
Celebration of Winter Holidays	Institution		Own, Lead, Drive
Event: Gay, Lesbian, Bisexual, Transgendered, Allies (GLBTA)	Sexual Orientation Diversity	GLBTA Committee	Support, Resource
MAAC Networking Event	Underrepresented Groups in Medicine	MAAC Committee, Faculty Affairs	Support, Resource
Work/Life Balance	Institution	HR	Support, Collaborate, Resource

Diversity & EO Initiatives	Impact Area	Internal Partners	Diversity & Inclusion Office
<b>Inclusive Academic Environment</b>			
Council on Equal Opportunity and Diversity	Institution	Office of Chancellor	Drive, Support, Resource
Minority Academic Advancement Committee (MAAC)	Faculty	CEOD	Support, Resource
Civility	Institution	CEOD, HR	Support, Resource
International	Institution	CEOD	Support, Resource
Disabilities	Ability Diversity	CEOD	Support, Resource
Mature Workforce	Age Diversity	CEOD, HR	Support, Resource
GLBTA Representation	Gay, Lesbian, Bisexual, Transgendered, Allies	CEOD	Support, Resource
Student Representation	Students	CEOD	Support, Resource
Professional Women	Women Professional Staff	CEOD	Support, Resource
Women's Faculty Committee (WFC)	Women Faculty	Office of the Chancellor, Faculty Affairs, DEOO	Support, Resource
<b>Cultural Competence</b>			
Workplace Harassment Prevention	Staff and Managers	HR	Lead, Drive
Managing and Valuing Diversity	Staff and Managers	HR	Lead, Drive
Conflict Resolution in a Civil Workplace	Staff and Managers	HR, EAP	Lead, Drive
ADA Awareness	Managers	HR	Lead, Drive
Safe Space Awareness	Managers and Staff	HR	Lead, Drive
Culture and Healthcare	GSN	GSN, HR	Lead, Drive
Becoming Culturally Competent	GSN	GSN, HR	Lead, Drive
OFCCP	Staff	HR	Support, Collaborate
The Employment Minefield: What Every Manager Needs to Know	Managers	HR	Colead, Codrive with HR
Multiculturalism Interclerkship	Medical Students	Educational Affairs	Support, Resource
Domestic Violence Interclerkship and MBB2 Course	Medical Students	Educational Affairs	Support
GLTB–MBB2 Course	Medical Students	Educational Affairs	Support

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<b>Cultural Competence</b>			
Spirituality–MBB2 Course	Medical Students	Educational Affairs	Support
Child Maltreatment–MBB2 Course	Medical Students	Educational Affairs	Support
Doctoring and Clinical Skills	Medical Students	Educational Affairs	Support
Determinants of Health Course	Medical Students	Educational Affairs	Support, Collaborate
Learning Communities Mentors	Faculty	Educational Affairs	Support, Collaborate
Professional Review/ Responsible Conduct of Research	GSBS Students	GSBS	Support, Collaborate
<b>Community</b>			
MLK Observance	Institution, Community	Library, UMass Memorial	Own, Lead, Drive
Stand Against Racism	Institution, Community	Library, UMass Memorial	Own, Lead, Drive
Worcester Pride Month	Institution, Community	UMass Memorial	Lead, Drive
Supplier Diversity	Institution, Community	Purchasing, Finance, Facilities	Collaborate, Support, Resource
<b>Talent Management</b>			
<b>Recruitment Efforts</b>			
Pipeline Programs	Institution, Students	Student Services	Support
Baccalaureate/MD Pathway	Institution, Students	UMass, UMW, SoM, Office of Admissions	Support, Collaborate
Internships	Students	School Affairs	Support
Orientation	Students, Residents	GME	Support
FDSP	URG Faculty	Faculty Affairs	Support
Workforce Development	Staff	HR	Support, Collaborate
<b>Retention Efforts</b>			
URG Onboarding	Students	Student Affairs, GSBS, GSN, School Services	Support
URG Onboarding	Faculty	Faculty Affairs, School Services	Support
Mentoring (Women and URG)	Students	Departments	Support, Collaborate
Mentoring (Women and URG)	Faculty	Faculty Affairs	Support, Collaborate

Diversity & EO Initiatives	Impact Area	Internal Partners	Diversity & Inclusion Office
<b>Talent Management</b>			
<b>Retention Efforts</b>			
Professional Development (Women and URG)	Students	Departments	Support
Professional Development (Women and URG)	Faculty	Faculty Affairs	Support
Gender/Racial Equity	Faculty, Staff	Faculty Affairs, HR	Support, Collaborate
<b>Compliance</b>			
Chapter 151B	Institution	HR	Lead, Drive
Title VII of the Civil Rights Act	Institution	HR	Lead, Drive
American Disability Act	Institution	HR	Lead, Drive
Affirmative Action Plan	Institution	HR	Lead, Drive
Vets 100 Report	Institution	HR	Lead, Drive
Integrated Postsecondary Education Data System (IPEDS)	Institution	Educational Affairs	Support, Collaborate
LCME Standards/NEASC	Institution	Educational Affairs, School Services	Support, Collaborate, Resource
OFCCP	Institution	HR, Legal	Colead, Codrive, Collaborate

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