

## 2014-15 Recommended Action Items

### 1. Implement EVC Diversity & Inclusion Cabinet

- A. Include campus-wide, rotating representatives
- B. Define, implement, track and report on annual action items

*REC1: Executive Leadership Commitment; REC3: Diversity Council*

### 2. Promote KUMC Core Values that include aspects of diversity and inclusion: KUMC Community Participation

- A. Collaborate with KUMC stakeholder groups to develop KUMC Core Values
- B. Evaluate potential to include existing RESPECT program using new NetDimensions (formerly Chalk) training module as an extension of prior activities pertaining to Civil Leadership.
- C. Re-institute the EVC Diversity Award.

*REC1: Executive Leadership Commitment; REC6: Diversity & Inclusion Development*

### 3. Evaluate Approaches and Implement Campus-wide Educational Training Programs to Prevent Unconscious Bias in Recruitment, Hiring, Retention and Promotion & Tenure Processes

- A. Provide training opportunities (similar to the Leading the Jayhawk Way series) to increase knowledge for recruitment, hiring and retention practices at KUMC.
- B. Develop search and hiring policies addressing diversity and inclusion protocols.
- C. Implement KUMC hiring goals and strategic Affirmative Action Plan.

*REC4: Address Workforce Issues; REC6: Diversity & Inclusion Development*

### 4. Recommend Future Programming on Diversity, Inclusion and Multiculturalism

- A. Evaluate KUMC role in Michael Tilford Conference and Diversity and Multiculturalism, including providing feedback and recommendations for future conference participation and curricula.
- B. Explore opportunities for future regional programming sponsored by KUMC to address diversity, inclusion and multiculturalism

*REC6: Diversity & Inclusion Development*

### 5. Develop Dashboard with Metrics & Best Practices using the Enterprise Analytics data and Diversity, Cultural Competency and Professionalism Inventory

- A. Update DCCP inventory and report on 2-year change.
- B. Develop metrics and reports using various sources such as accreditation requirements, inventory data and employment information to support campus strategic goals.
- C. Investigate best practices at academic health centers

*REC5: Communication & Information*

Topics	Key Decisions & Actiuons	Tasks and Next Steps
<b>Cabinet implementation</b>		
<ul style="list-style-type: none"> <li>• Participating in Climate Study with KU-L</li> <li>• Options for expanding participation from SOM-W</li> <li>• Strategic communications to raise awareness/feature the various work advancing diversity &amp; inclusion across campus</li> </ul>	<ul style="list-style-type: none"> <li>• 3 cabinet meetings (Jan./April/July)</li> <li>• Various sub-committee and supporting meetings</li> <li>• New Cabinet member named. Meenakshi Singh to co-chair Unconscious Bias sub-committee.</li> <li>• Diversity calendar operational (via Trumba) – subscription option available for weekly email update</li> <li>• 9/15 joint meeting with KU-L Climate Study Taskforce</li> <li>• SON Faculty member Jill Peltzer; SOM-W administrators Crystal Nevins and Christopher McCracken to participate/advise re: Climate Study</li> <li>• Invitation to attend Tilford Conference sent to Cabinet, sub-committee, school-based diversity units and others.</li> </ul>	<ul style="list-style-type: none"> <li>• 11/16 meeting with the Climate Study consultants; approx..90 min.</li> <li>• October 14, 1:30-4:00 OCR presentation on legal issues in health care</li> <li>• 2016 meeting dates</li> <li>• Continue discussions with SOM-W on identifying individuals who wish to participate in sub-committees</li> <li>• Climate Study follow-up questions to be addressed via conf. call with consultant later this month.</li> <li>• Tilford Conference 10/19-20</li> </ul>

Topics	Key Decisions & Actions	Tasks and Next Steps
<b>Core Values (McGee/Smith)</b>		
<ul style="list-style-type: none"> <li>• Surveyed group on personal perspectives on state of diversity and inclusion as KUMC</li> <li>• Diversity should be a top-level core value for the campus along with other identified</li> <li>• Defining diversity for KUMC; crafting statement</li> <li>• Diversity as core institutional value</li> <li>• KUMC Diversity Award status, possibly collaborating with other groups across campus</li> <li>• Core value should be visible on campus – possibly through dedicated space or display; make diversity value more visible in the physical space</li> </ul>	<ul style="list-style-type: none"> <li>• Drafted definition/statement</li> <li>• Spring 2016 give out the Diversity Award</li> </ul>	<ul style="list-style-type: none"> <li>• Discuss timeline and implementation process for the diversity award (Spring 2016); Solicit feedback from Cabinet re: monetary component of award</li> <li>• Solicit feedback from Cabinet and other campus units on the proposed diversity definition and statement.</li> <li>• Revisit option to offer some educational options via NetDimensions for the purpose of enhancing RESPECT program</li> </ul>

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<b>Unconscious Bias (Young, Singh)</b>		
<ul style="list-style-type: none"> <li>• Individual change vs. organizational changes</li> <li>• Consider holistic views during admission processes</li> <li>• Need basic education on this topic across campus; need tools to mitigate bias and learn about UB; possibly train the trainer; Neutralize concept of UB so as less political or accusatory</li> <li>• UB goes beyond race</li> <li>• Needs safe space to have conversations about UB especially if using IAT</li> <li>• Consider how UB is communicated through our physical environment</li> <li>• Need UB concepts imbedded in curricula</li> <li>• Some UB exercises are included in IOM/IPE experiences</li> <li>• Build KUMC culture to be unique to us</li> <li>• Tell KUMC stories about great work already underway</li> <li>• Met with SOM faculty (Zaudke, Borne, Mabachi) to learn how UB/IAT has been incorporated in certain modules</li> <li>• Solicited suggested action items from the group</li> <li>• Jennifer Keeton and Carrie Brown discussed communication strategies focusing on raising awareness of KUMC programs underway</li> <li>• Collated suggested actions and prioritized four areas to focus on.</li> </ul>	<ul style="list-style-type: none"> <li>• New co-chair named</li> <li>• Collected resources for UB training options</li> <li>• Drafted proposal to bring professional UB training to campus</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness and education campaign across the entire campus</li> <li>• Training- Bring professional UB training to KUMC for Cabinet and targeted groups such as HR; also offer campus-wide workshop</li> <li>• Behavior change – identify how we will measure effectiveness of increasing awareness and training efforts specific to unconscious bias.</li> <li>•</li> </ul>

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<b>Future Programming (Collins/Connelly)</b>		
<ul style="list-style-type: none"> <li>• KUMC role in Tilford Conference</li> <li>• Potential annual and ongoing periodic program offerings through KUMC</li> <li>• Evaluate programming needs in Wichita and Salina</li> <li>• Committee will generate recommendations <i>and</i> help coordinate the programs</li> <li>• Collaborate with other units to increase awareness of programs offered throughout campus, expand audiences, and optimize resources</li> <li>• Communicate with other sub-committees to align program plans (eg., Unconscious Bias)</li> <li>• Clarify how to integrate and enforce principles into curricula – guidance from EVC? Curricula reps on each sub-comm.? More coordination needed.</li> <li>• How to incorporate needs of residents</li> <li>• How can we get into the community more frequently and at a deeper level</li> <li>• Clarify goals of potential programs offered through KUMC</li> <li>• Being responsive to social issues on the broader scale (responding to events eg. Ferguson, Charleston)</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly meeting times established</li> <li>• Additional members Alexandria Harkins (International Programs) &amp; Anne Walling (SOM-W) joined sub-committee</li> <li>• Submitted recommendations to Tilford conference planning group through Council of Chief Academic Officers; stay apprised of ongoing discussion at COCAO and Tilford planning committee to influence future planning</li> <li>• Surveyed sub-committee members for opinions on future programming and goals</li> <li>• Collaborate with KUMC units, specifically International Programs (Clinical Cultural Competency &amp; Diversity series), to expand quarterly program offerings and broaden audiences. Special focus on integrating into curricula.</li> <li>• 9/15 Clinical Culture and Diversity Series lecture</li> <li>• 9/30 Microaggressions webinar – recording available soon.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue discussing symposium Tracie Collins is organizing for spring 2016.</li> <li>• Organize an annual symposium to focus on topics such as health disparities, diversity pipeline, culture of inclusivity, etc. Special focus on integrating into curricula.</li> <li>• Recommend identifying a policy person from each sub-committee who, together, can comprise and advisory group for diversity policies on campus</li> <li>• Continue to advise on reorganization of the Tilford Conference.</li> <li>• Tested Inventory updating process.</li> </ul>

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<b>Metrics &amp; Best Practices</b> (Caldwell/Lisbon)		
<ul style="list-style-type: none"> <li>• Data collection during recruitment and hiring processes issues at KUMC</li> <li>• Models from other institutions and companies</li> <li>• What metrics are we already assessed on?</li> <li>• Current legal standards, definitions, requirements</li> <li>• Met with SOM faculty (Durham, Cox) to learn about LCME requirements</li> <li>• Any recommendation to establish a metric or best practice will require concerted effort to upgrade and standardize the recruitment process for employees; or a platform will need to be identified to support any proposed recruitment standardization process</li> <li>• Education, communication and follow-up will be required to implement a standardized recruitment process</li> <li>• Discussion of and gaining better grasp of what data sources are available and identify which data source we will rely on for original data. For our diversity and inclusion goals, we can identify the data source we wish to draw from – the original or best source.</li> <li>• Reviewed LCME diversity standard changes.</li> </ul>	<ul style="list-style-type: none"> <li>• Heard from HR about recruitment and hiring protocol and known issues; PeopleAdmin update will help in goal to measure consistently</li> </ul>	<ul style="list-style-type: none"> <li>• Review KU-Lawrence Hiring for Excellence protocol to possibly align or make recommendation to KUMC HR.</li> <li>• Investigate how recruitment is handled throughout KUMC units.</li> <li>• Review information gathered from select peer institutions about their recruitment and hiring processes</li> <li>• Discuss where we want to go as an institution regarding setting our best practice standards</li> </ul>

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<b>Climate Study</b> (Diversity & Inclusion Cabinet; Keeton/Peltzer/Loffredo)		
<ul style="list-style-type: none"> <li>• KU-Lawrence will conduct a campus-wide climate study to inform future diversity plans (18-month process; includes focus groups, campus survey, data analysis and planning)</li> <li>• KUMC has the option to participate as well</li> <li>• Ensure KUMC is represented in the process</li> </ul>	<ul style="list-style-type: none"> <li>• Doug Girod and Cabinet serve as oversight; Jennifer Keeton, Vince Loffredo and Jill Peltzer will serve as core team tracking the project.</li> <li>• Crystal Nevins and Christopher McCracken will be contacts for the project at SOM-W.</li> <li>• KUMC student, faculty and staff info provided to KU-L for the RFP</li> <li>• RFP has gone out, closed June 25</li> <li>• One proposal reviewed and accepted.</li> <li>• 9/15 joint meeting with Lawrence taskforce to review phases of the project</li> </ul>	<ul style="list-style-type: none"> <li>• 11/16 meeting with the Climate Study consultants; approx..90 min.</li> <li>• Climate Study follow-up questions to be addressed via conf. call with consultant later this month.</li> <li>• Stay in communication with KU-L</li> </ul>