



Tomorrow's Doctors, Tomorrow's Cures®

Welcome!

Thank you for joining us for today's business meeting and awards celebration. The program will begin shortly. You will not hear the audio until we begin.

If you have technical questions, please email aamc@commpartners.com.

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Association of
American Medical Colleges



Tomorrow's Doctors, Tomorrow's Cures®

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Group on Diversity and Inclusion (GDI) Business Meeting and Awards Recognition

GDI Steering Committee

Tuesday, October 19, 2021
1:00 – 3:00 PM ET



Association of
American Medical Colleges

Group on Diversity and Inclusion (GDI) Agenda

- GDI Annual Report
- GDI Needs Assessment
- AAMC and Equity, Diversity, and Inclusion Unit
- GDI Steering Committee Transitions
- Awards Recognition
 - AAMC GDI Exemplary Leadership Award
 - AAMC Herbert W. Nickens Faculty Fellowship Award
 - AAMC Herbert W. Nickens Medical Student Scholarship Awards
- GDI Chair Closing Remarks

GDI Mission

GDI serves as a national forum and recognized resource to support the efforts of AAMC member institutions and academic medicine at the local, regional, and national levels to realize the benefits of diversity and inclusion in medicine and biomedical sciences.

Visit: www.aamc.org/gdi

AAMC Strategic Plan

10 PLANS FOR ACTION

No. 1

Strengthen the Medical Education Continuum for Transformed Health Care and Learning Environments

No. 2

Extend the AAMC's Leadership Role in Helping Students Progress Through Their Medical Professional

No. 3

Equip Medical Schools and Teaching Hospitals and Health Systems to Become More Inclusive, Equitable Organizations

No. 4

Increase Significantly the Number of Diverse Medical School Applicants and Matriculants

No. 5

Strengthen the Nation's Commitment to Medical Research and the Research Community

No. 6

Enhance the Skills and Capacity of People in Academic Medicine

No. 7

Improve Access to Health Care for All

No. 8

Advance Knowledge Through the AAMC Research and Action Institute

No. 9

Launch the AAMC as a National Leader in Health Equity and Health Justice

No. 10

Adapt the AAMC to the Changing Needs of Academic Medicine

GDI Accomplishments and Collaborations

Creating Anti-racist Institutions

Community conversation between GIP & GDI:

Building a shared commitment when creating anti-racist institutions



What is Racism?

"Racism is a system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call "race"), that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole society through the waste of human resources."

-- APHA Past-President, Camara Phyllis Jones, MD, MPH, PhD

What is Anti-Racism?

"Anti-Racism is a system of structuring opportunity and assigning value equitably, regardless of how one looks (which is what we call "race") and strengthens the whole society through the celebration of all humans."

-- Ibram Xolani Kendi, PhD



GDI & Health Workforce Research Joint Conference

Conference Advisory Committee Members



Goals of the Joint GDI and HWR Conference

- Examine systemic health care challenges and potential solutions from a data-driven perspective
- Foster partnerships between these two communities, and with local, state, and federal policymakers to drive meaningful and measurable change.
- Advance and amplify scholarship related to our health workforce and diversity, equity, and inclusion needs across the health care continuum.

2021

Group on Diversity and Inclusion (GDI) & Health Workforce Research Joint Conference

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2021

Group on Diversity and Inclusion (GDI) & Health Workforce Research Joint Conference

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Women of Color and Intersectionality



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Women of Color and Intersectionality Webinar Series

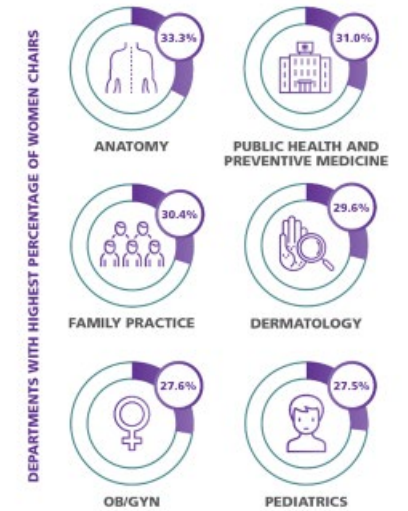
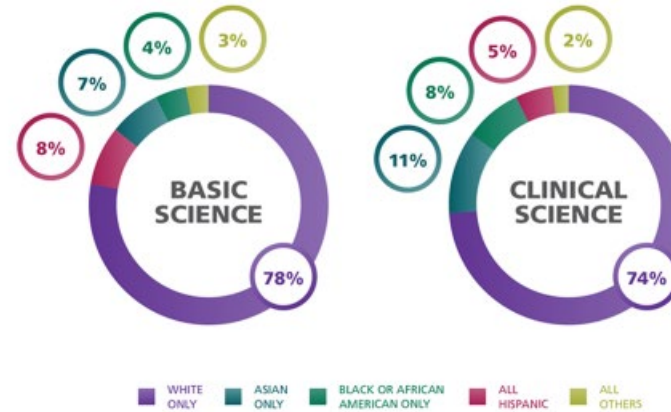


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Collaborators: GWIMS, GDI, GFA, CFAS, GBA, GIP, GIR, GRA, GSA, ORR

Women Department Chairs by Race/Ethnicity and Department Type, 2018

FIGURE 23

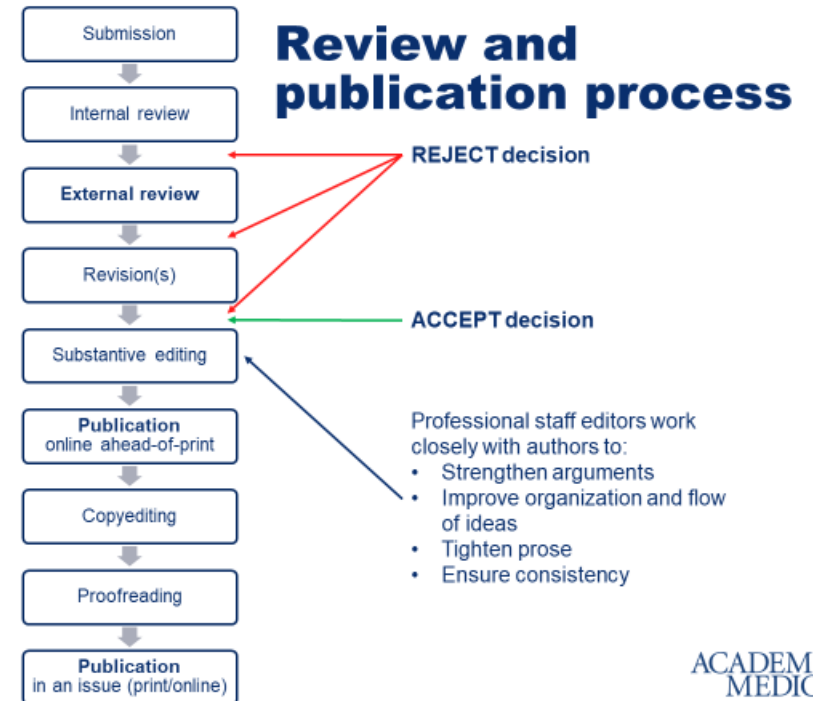


Joint GDI, GFA, Academic Medicine, and MedEdPORTAL Scholarship Webinar Series

Sharing Your Scholarship With the World: The Art of Writing and Getting Published

Toni Gallo, *Academic Medicine*
tgallo@aamc.org

Sara Hunt, *MedEdPORTAL*
shunt@aamc.org



ACADEMIC
MEDICINE
Journal of the Association of American Medical Colleges

Cross Continuum Competencies in Diversity, Equity and Inclusion, including Anti-racism

Competencies Across the Learning Continuum: New and Emerging Areas in Medicine Series

2019 Quality Improvement and Patient Safety

2020 Telehealth

2021 Diversity, Equity and Inclusion

2022+ TBD

Learn more at www.aamc.com/cbme

Pre-publication
report coming in
early Fall 2021

GDI Needs Assessment



Tomorrow's Doctors, Tomorrow's Cures

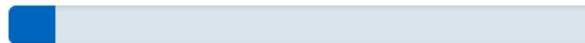
The AAMC's Group on Diversity and Inclusion (GDI) is seeking your feedback! It has been an unprecedented year for the world and for all of us. As valuable members of the GDI group, we are seeking your input to better understand your current situation and how we might be able to design the future GDI offerings to help you navigate your priorities and challenges – through learning, sharing resources, and showing up. Please complete this survey about your recent experiences in your profession and with the GDI, as well as your learning preferences.

Please note that your participation in this survey is completely voluntary. Most information you share with the AAMC on this survey is classified as Restricted. Restricted data may not be published with individual identification, although de-identified data may be disclosed to external parties with management approval. Any information you choose to share about Gender Identity is classified as Confidential and will not be released outside of the AAMC with individual or institutional identification.

Quantitative data will only be reported in aggregate form and de-identified responses will be de-identified before being shared with those responsible for orchestrating the GDI efforts (e.g. AAMC program staff and steering committee members). The Council of Deans is also seeking clarity on your overall impression of institutional support for diversity, equity, and inclusion; they, too, will receive an aggregated summary report covering these topics. Finally, a high-level summary of the findings will also be shared with the GDI community at large.

This survey should take you about 15 minutes to complete. We ask that you please complete the entire survey by **Wednesday, September 1**. If you have any questions about the survey, please contact AAMC staff who would be able to assist you. AAMC program evaluation staff can be reached at: learningevaluation@aamc.org.

Thank you in advance for your input. By continuing this survey, you acknowledge that you have read the above and you agree to participate.

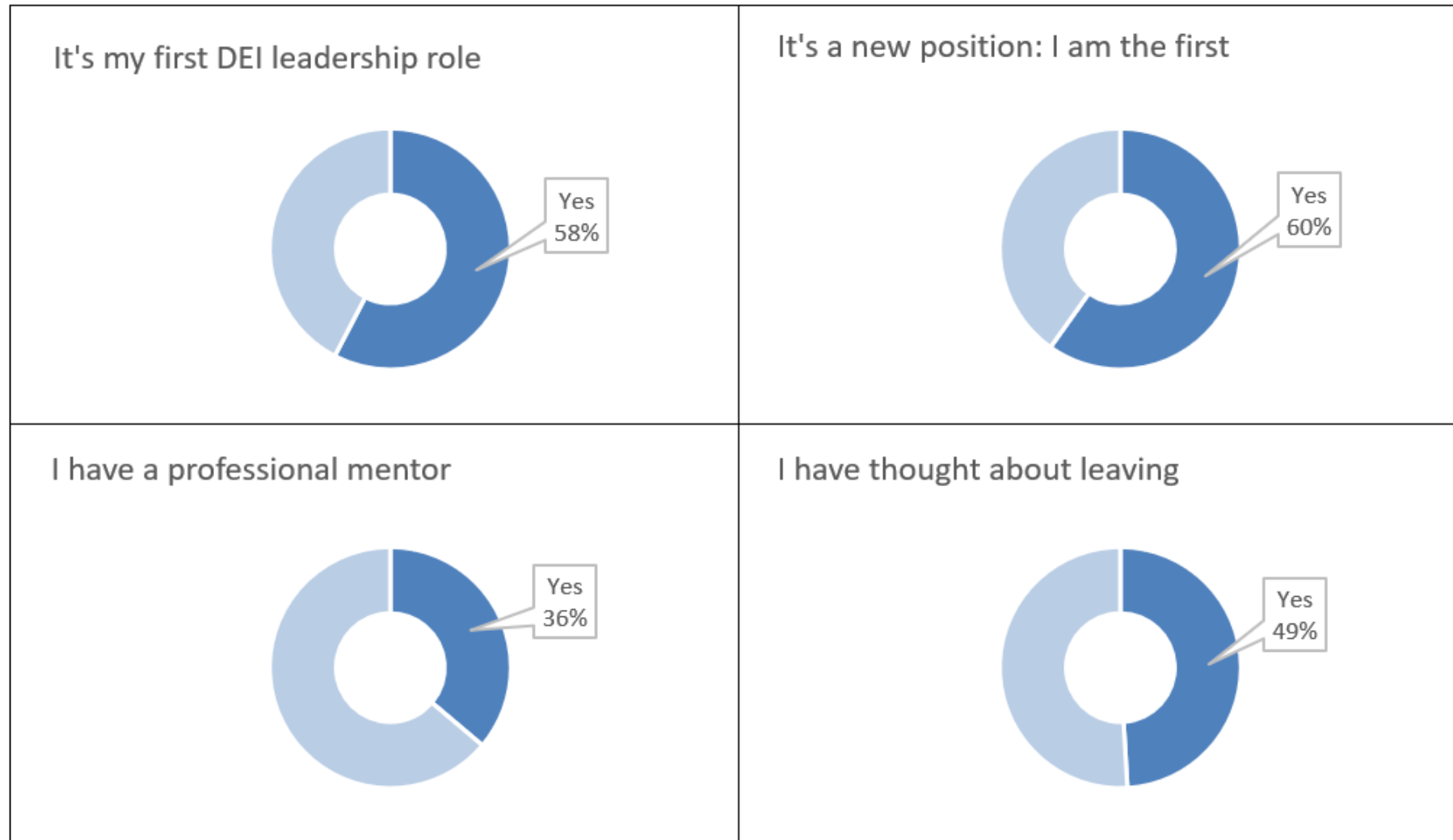


Next

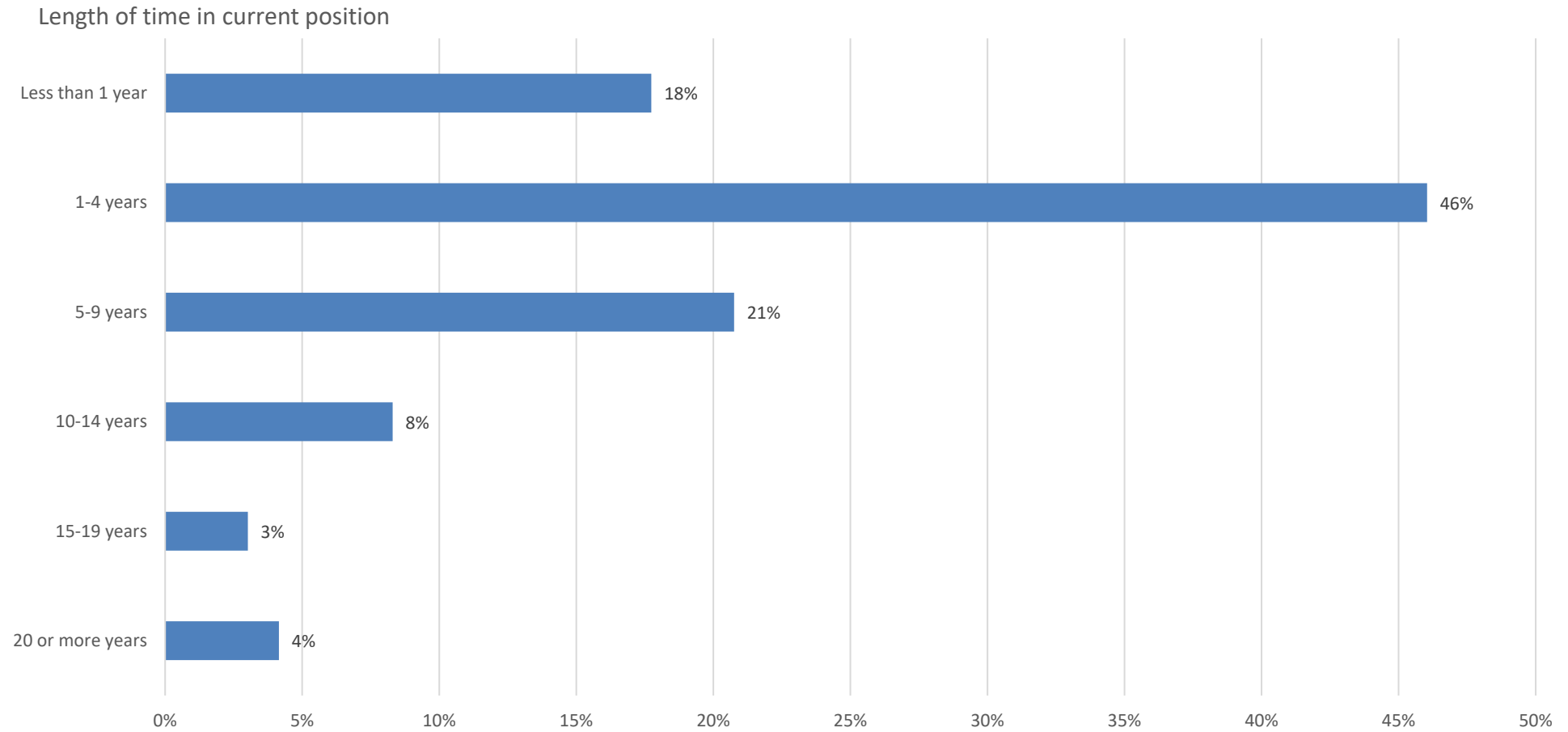
www.aamc.org



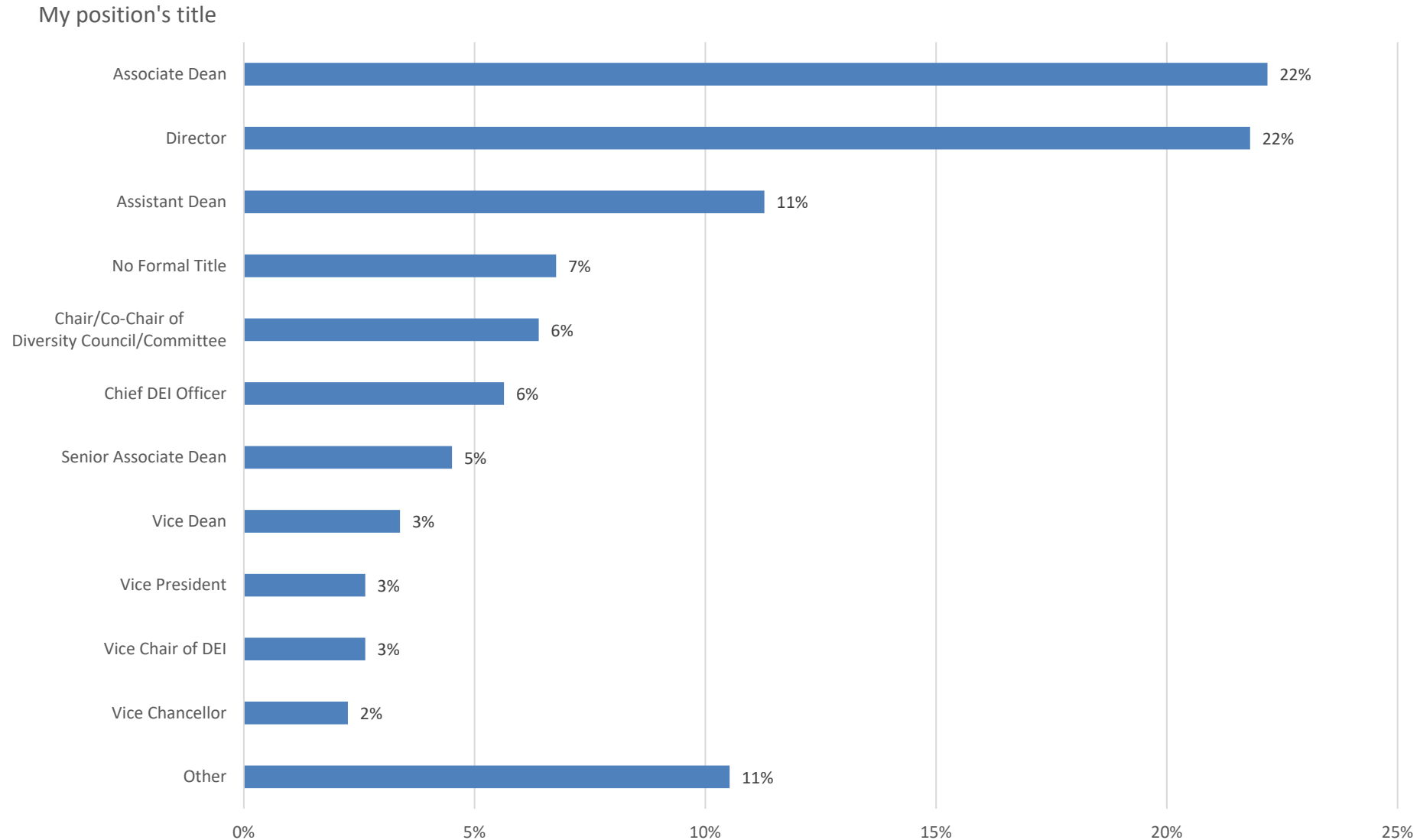
Preliminary GDI Needs Assessment Results



Preliminary GDI Needs Assessment Results

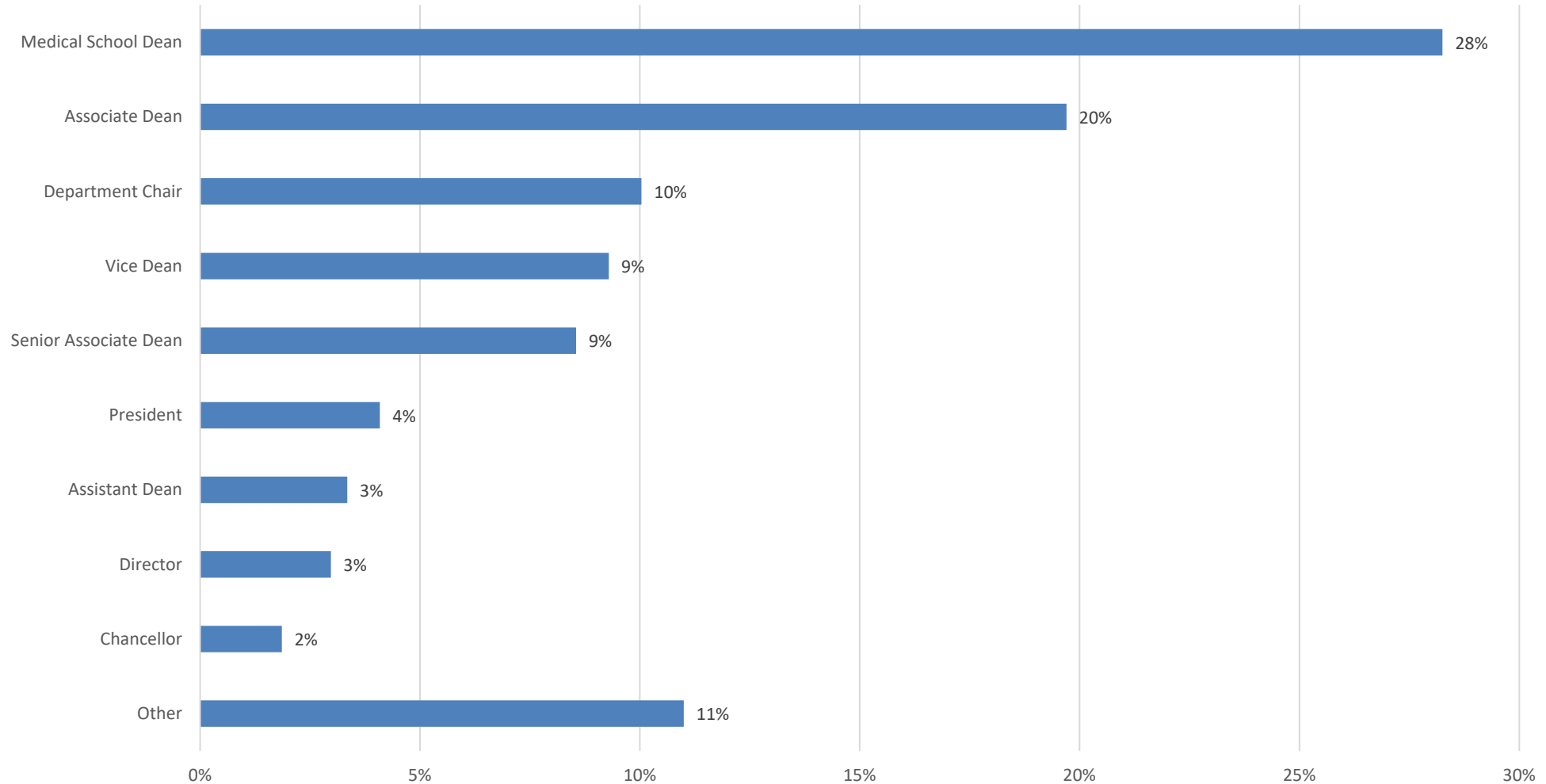


Preliminary GDI Needs Assessment Results



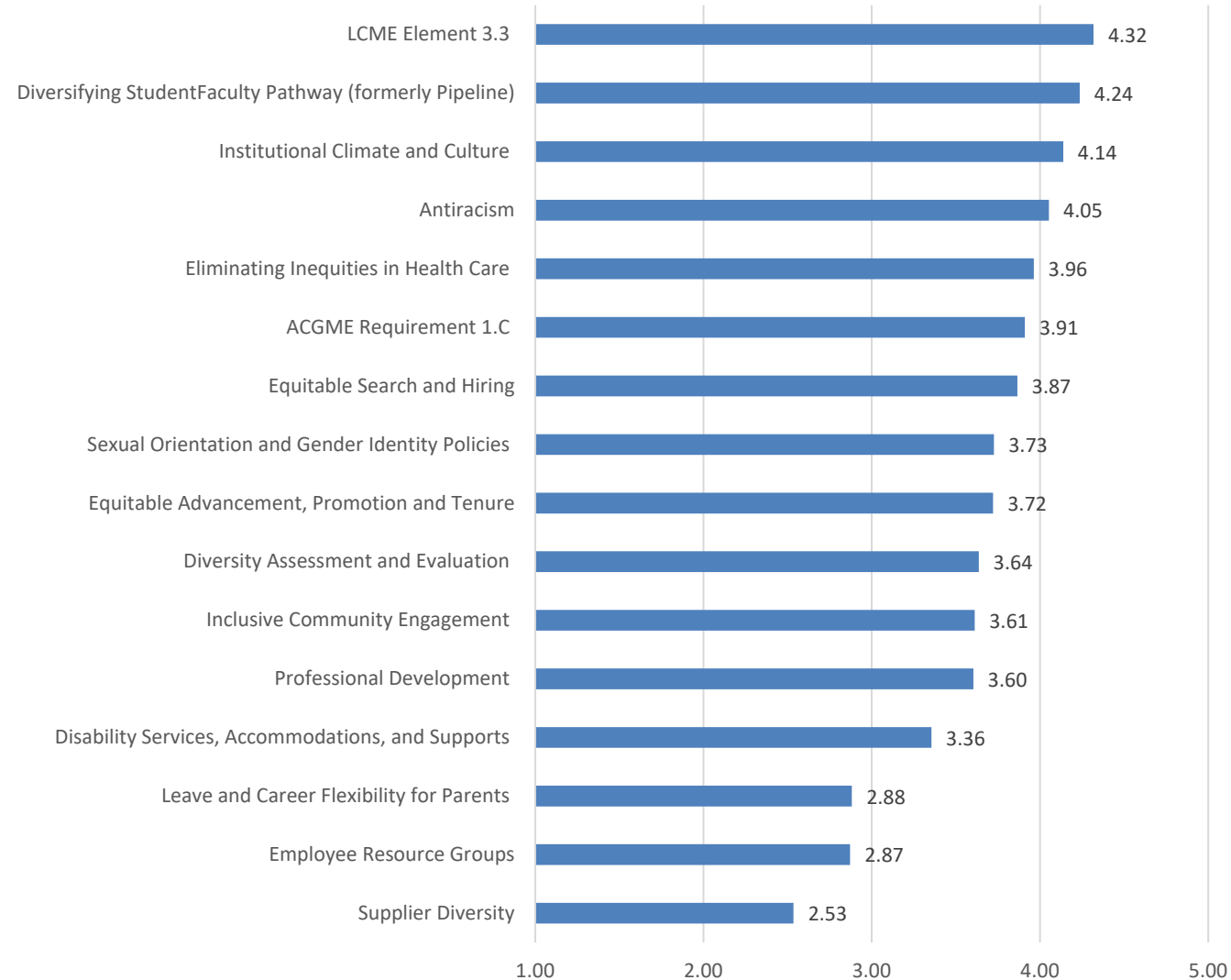
Preliminary GDI Needs Assessment Results

Title of position to which they report



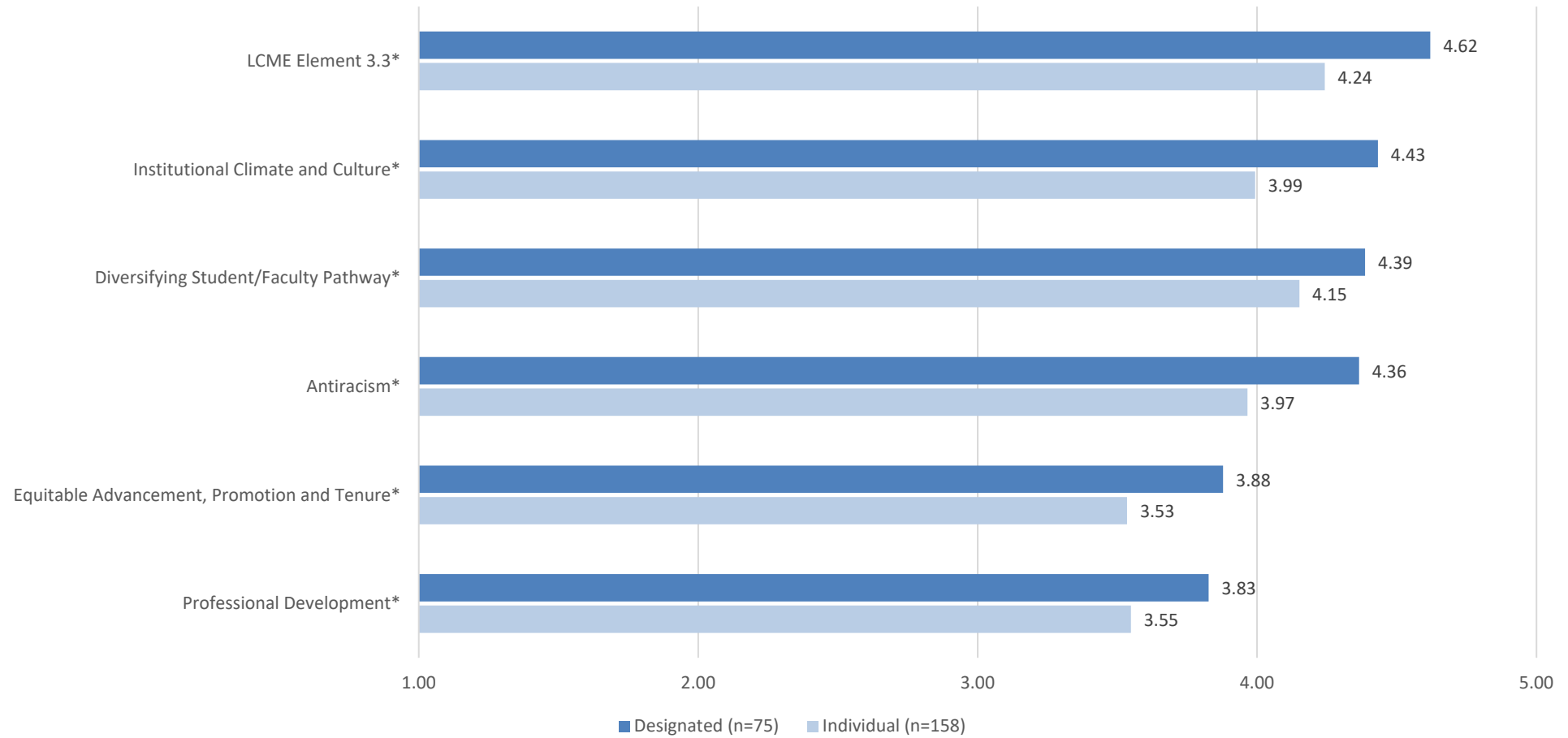
Most Important Institutional DEI Priorities

Most Important Institutional DEI Priorities



DEI Priorities

DEI Priorities: Designated and Individual Representatives



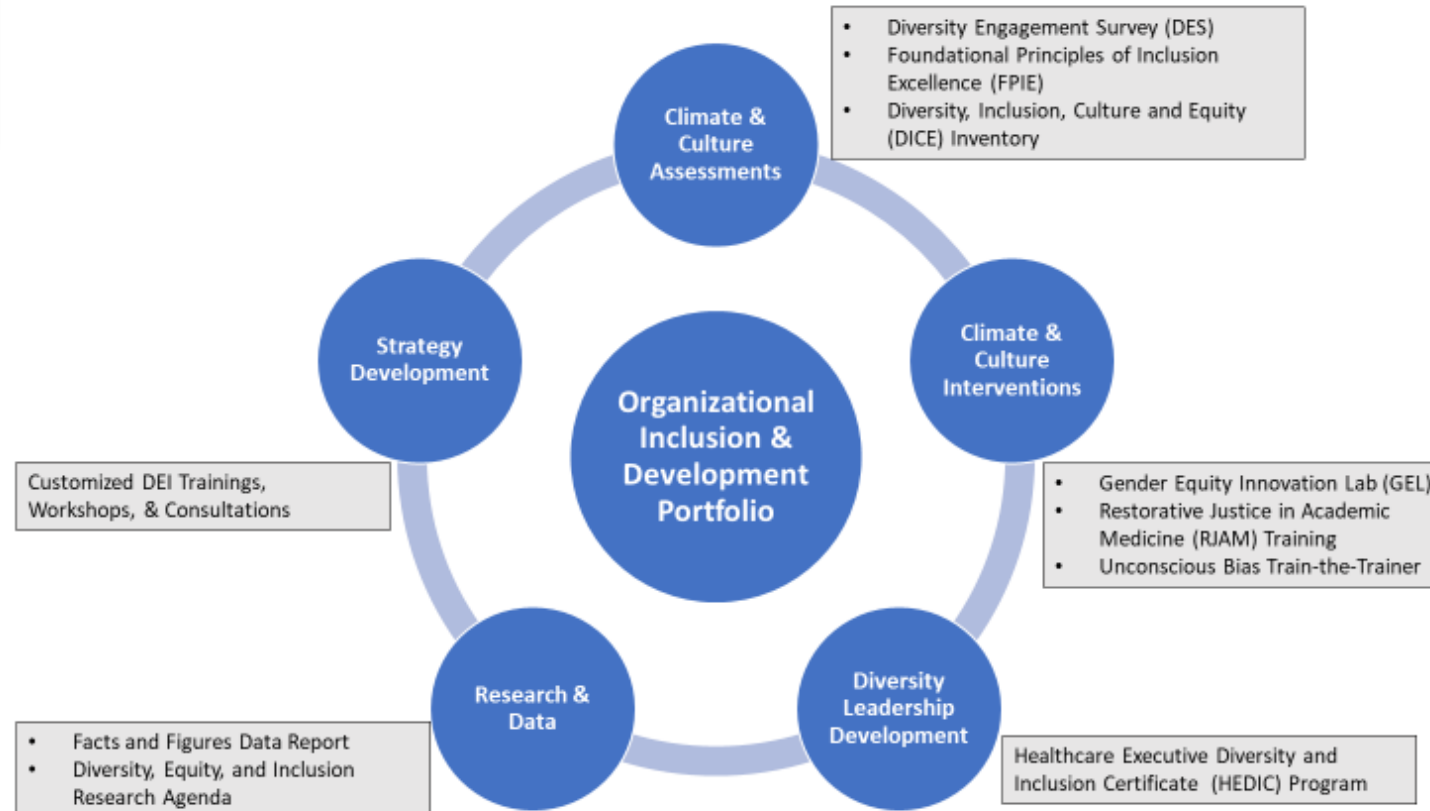
AAMC Equity, Diversity and Inclusion Unit

Group on Diversity and Inclusion (GDI) Agenda

- New Senior Director, Organizational Inclusion & Development
- Selective Initiatives in EDI (vol.2) – Update (see attachment)
- AAMC Strategic Action Plan #3 – Dr. Malika Fair
- Action Collaborative on Black Men in Medicine – Dr. Norma Poll
- Q & A



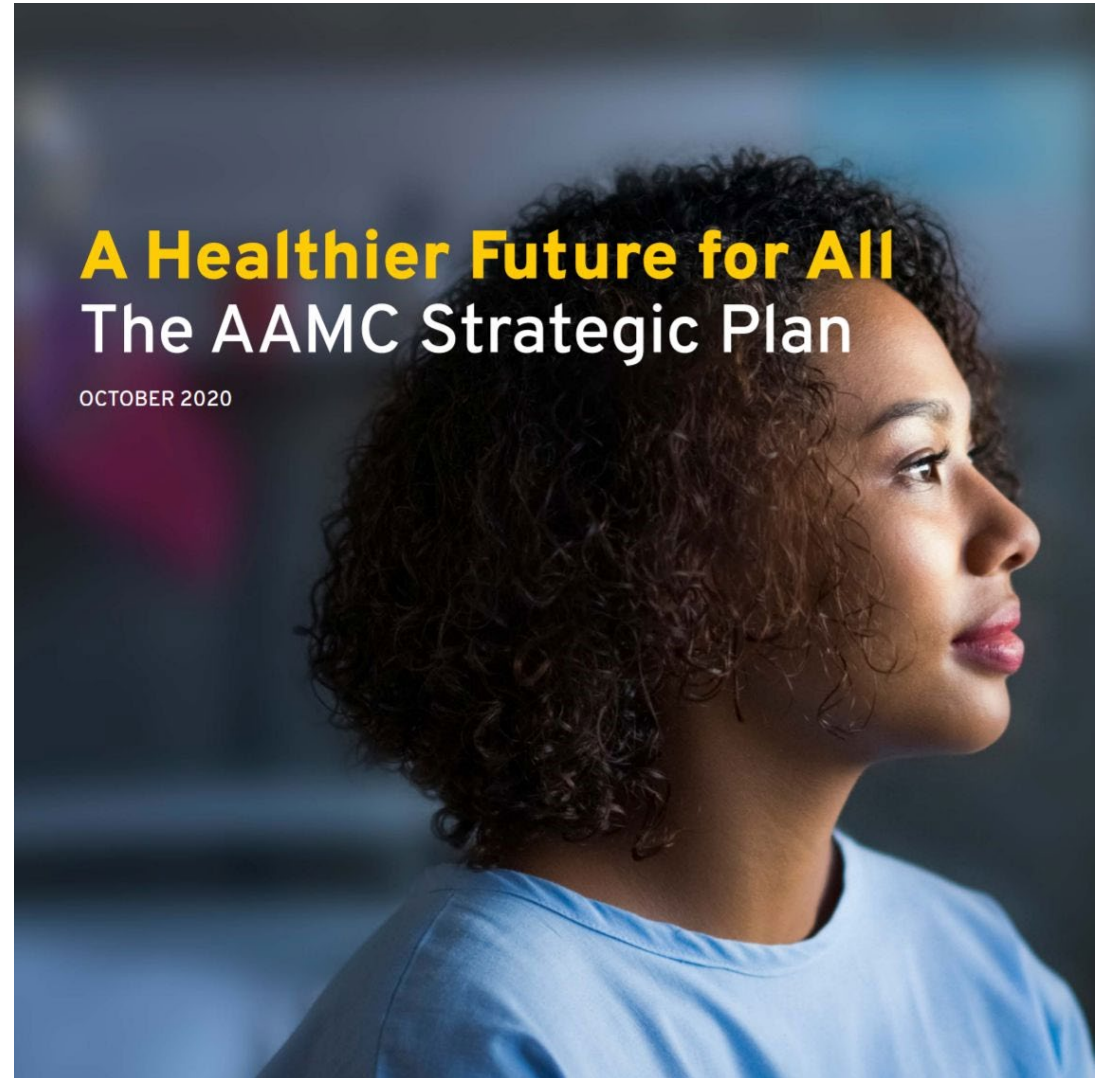
- **Taniecea Mallery, Ph.D.**
- Senior Director, Organizational Inclusion & Development
- Starts on October 25, 2021
- tmallery@aamc.org



Equipping Academic Medicine to be More Inclusive and Equitable

A Healthier Future for All The AAMC Strategic Plan

OCTOBER 2020



Equipping Academic Medicine to be More Inclusive and Equitable

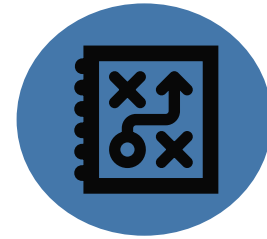


**Address Crucial Equity Issues:
Gender Equity and Anti-Racism**

Equipping Academic Medicine to be More Inclusive and Equitable



**Address Crucial Equity Issues:
Gender Equity and Anti-Racism**

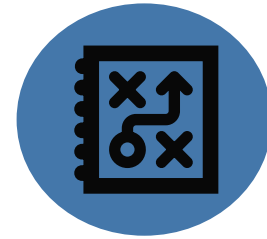


**Provide Research, Data, and
Assessment**

Equipping Academic Medicine to be More Inclusive and Equitable



Address Crucial Equity Issues: Gender Equity and Anti-Racism



Provide Research, Data, and Assessment

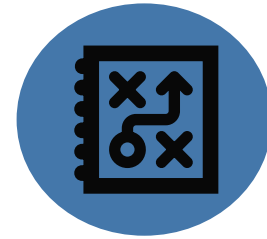


Develop Educational Tools and Resources

Equipping Academic Medicine to be More Inclusive and Equitable



Address Crucial Equity Issues: Gender Equity and Anti-Racism



Provide Research, Data, and Assessment



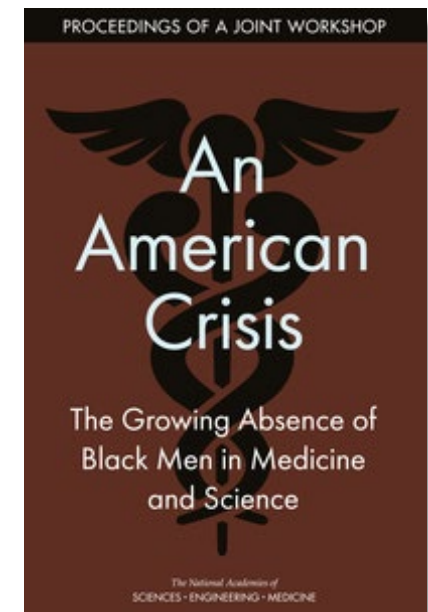
Develop Educational Tools and Resources



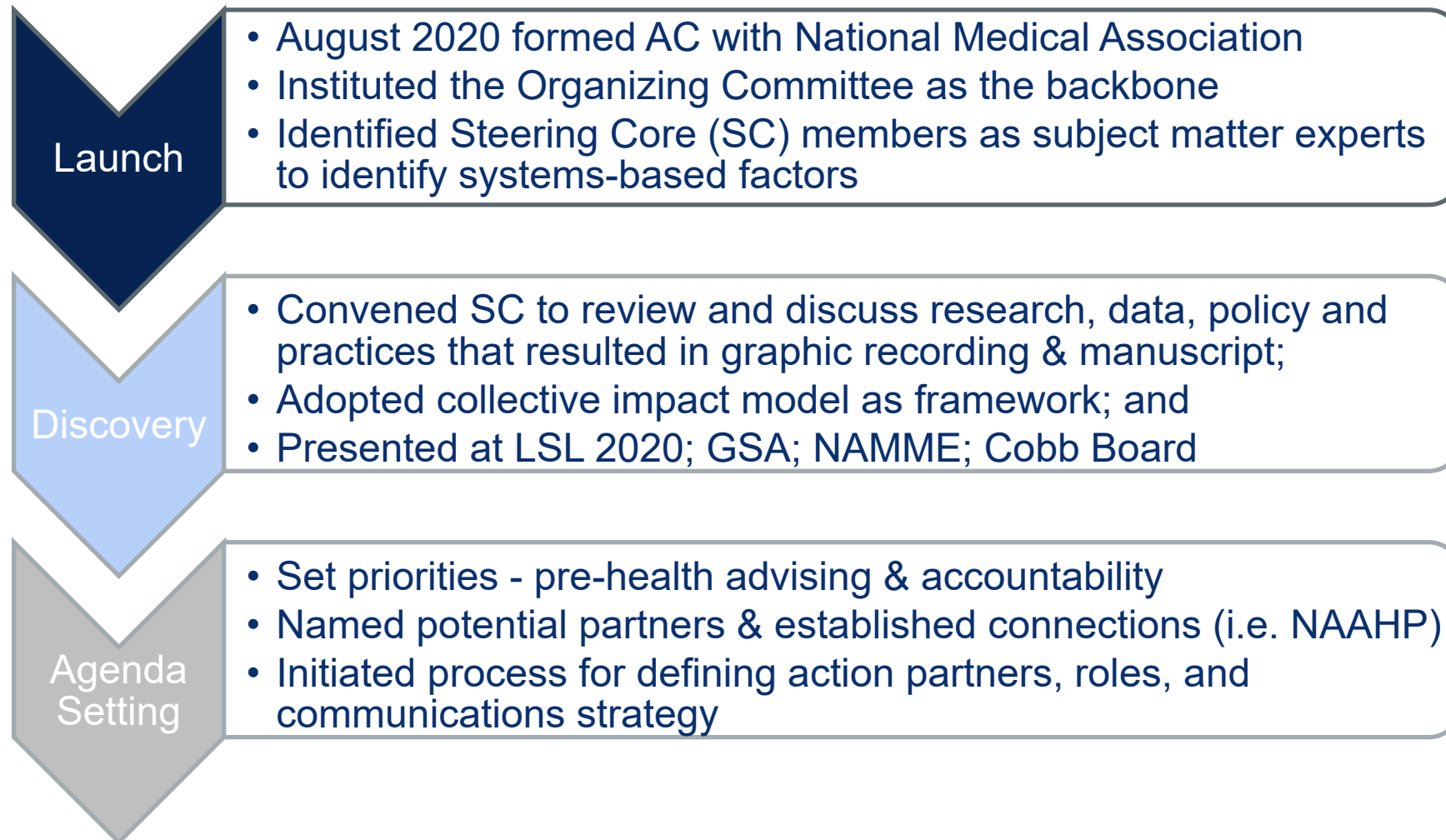
Deliver Training and Leadership Development

Action Collaborative (AC) for Black Men in Medicine

Led by AAMC and NMA, the AC is a network of organizations and institutions that will focus on **systems-based solutions** to increase the representation and success of Black men interested in medicine



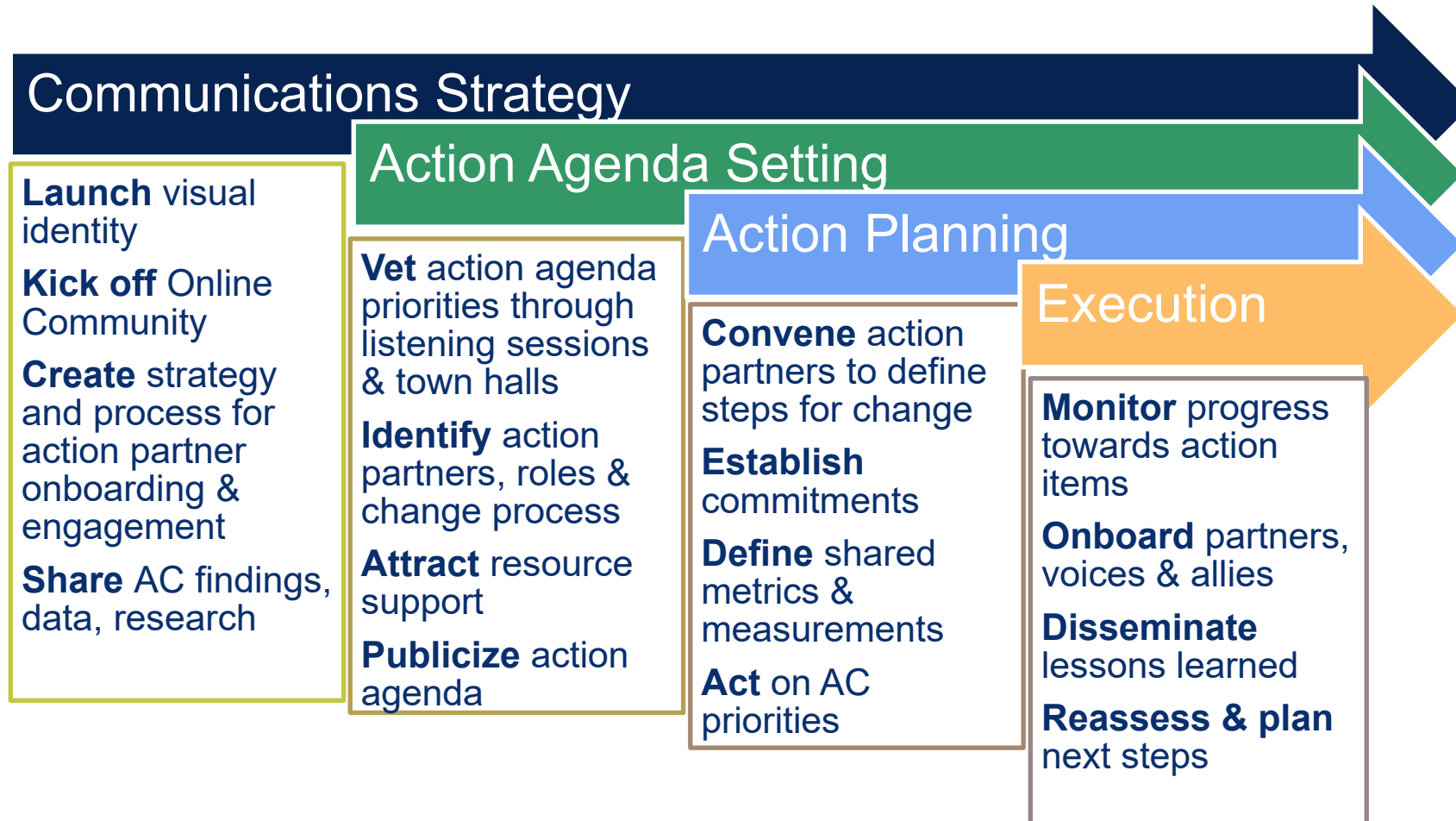
Year 1 Action Collaborative Overview



Spheres of Information, Influence and Action



Year 2 Proposed Road Map (7/21-8/22)



Question and Answer Session

GDI Steering Committee Transitions

Recognition of Outgoing Steering Committee Members

Central Region



Iris Romero

Northeast Region



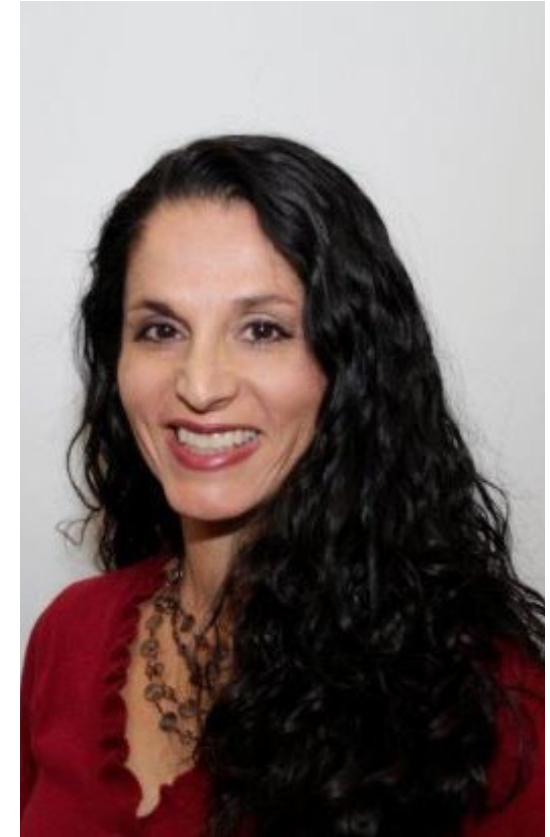
Yolanda Haywood

Southern Region



Rene Salazar

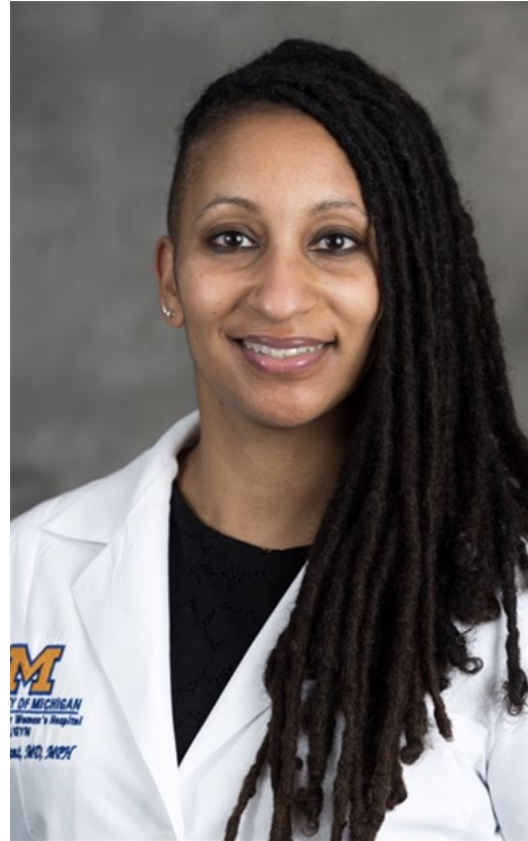
Western Region



Nicole Jacobs

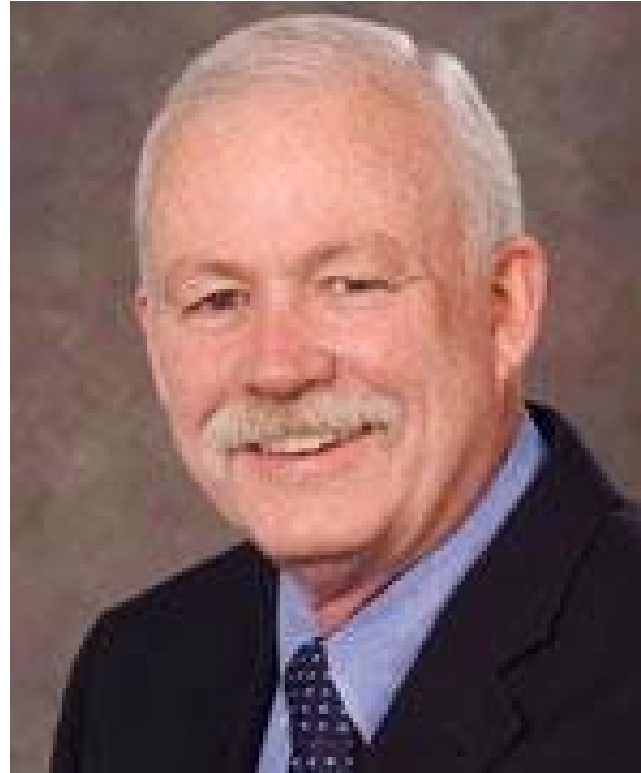
Recognition of Outgoing Steering Committee Members

Organization of Resident Representatives



Versha Pleasant

Thank You to our Outgoing Leader



Edward Callahan, PhD

Associate Vice Chancellor Emeritus, Academic
Personnel Schools of Human Health Services
Professor Emeritus, Family & Community Medicine
University of California, Davis School of Medicine

Thank You AAMC Partners



Juan Amador



Michelle Oliva



Stephany Aguilar

Chair Reflections...

J. Renee Navarro, MD, PharmD

Vice Chancellor of Diversity & Outreach
Professor, Anesthesia & Perioperative Care
University of California, San Francisco
School of Medicine



Welcome New GDI Chair



Chiquita A. Collins

Welcome New GDI Chair–Elect



Ana E. Núñez

Welcome Regional Representatives

Central



Valencia P. Walker

Northeast



Renee Williams

Southern



Sheryl L. Heron

Western



Takesha Cooper

Welcome Issue-based Representatives

LGBT+ Representative



Nelson Felix Sanchez

Organization of Resident Representatives



Adam Thompson-Harvey

Returning Steering Committee Members

Disability Issue-based



Feranmi O. Okanlami

Group on Faculty Affairs



Lisa D. Cain

Council of Deans



Bonita Stanton

**Group on Student
Affairs-Committee on
Student Diversity Affairs**



Ann-Gel S. Palermo

AAMC GDI Exemplary Leadership Award

GDI Exemplary Leadership Award

This award recognizes innovative leadership and impact from an individual or team responsible for developing and implementing an outstanding and highly effective program that demonstrates evidenced-based best practices for enhancing diversity and inclusion in academic medicine and biomedical sciences.

2021 Group on Diversity and Inclusion

EXEMPLARY LEADERSHIP AWARD



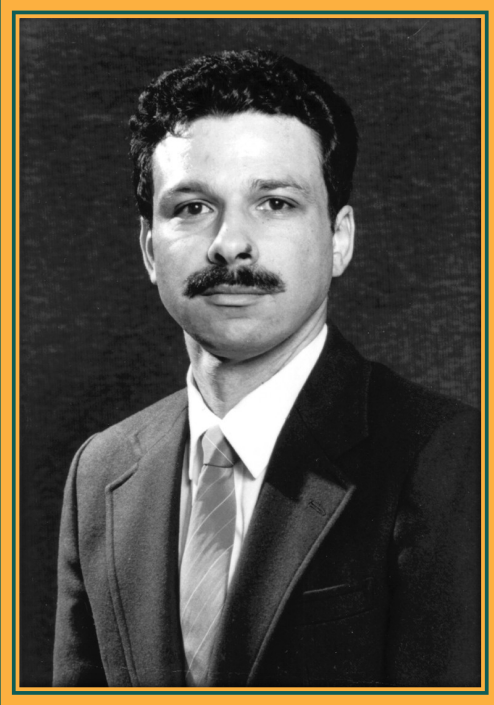
Mary J. Owen, MD (*Tlingit*)

Director, Center of American Indian
and Minority Health

Assistant Professor, Family Medicine
and Biobehavioral Health

University of Minnesota Medical School





AAMC Herbert W. Nickens Awards

Herbert W. Nickens Awards Congratulations and Thank You!

Learn Serve Lead 2021: The Virtual Experience
- Nickens Lecture
November 10, 2021, 3:30 – 4:30 p.m. ET
Confronting Our Past and Carving a Better
Future for American Medicine
Moderator: Leon (Lee) Jones, MD



Judith S. Kaur, MD
(Choctaw/Cherokee)
Professor of Oncology
Mayo Clinic College of
Medicine and Science



Patrice Desvigne-Nickens, MD
Medical Officer
Nation Institutes of Health (NIH)

Herbert W. Nickens Faculty Fellowship Awards



Utibe R. Essien, MD, MPH
Assistant Professor of Medicine
University of Pittsburgh School of Medicine

This award recognizes an outstanding early career faculty member who has demonstrated leadership in addressing inequity in medical education and health care in the United States.

Herbert W. Nickens Medical Student Scholarships

This awards recognizes five students entering their third year of medical school who have shown leadership in efforts to eliminate inequities in medical education and healthcare in the United States.



Kaylin G. Batey
University of Kentucky
College of Medicine



Tegan Carr
University of Minnesota
Medical School



Victor A. Lopez-Carmen, MPH
(Hunkpati Dakota Oyate and Yoeme)
Harvard Medical School




Nyah Rodman
University of California
San Diego School of Medicine



Christian Tejeda
David Geffen School of
Medicine at UCLA

Closing Remarks



**LEARN
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21</sup>**
THE VIRTUAL EXPERIENCE

**Group on Diversity and Inclusion (GDI)
Professional Development Conference**

March 10-12, 2022

The Mayflower Hotel

Washington, DC



StandPoint™ Surveys: Measure and enhance your school's workplace culture.

It's always important to ensure your employees feel supported, safe, and engaged. Discover how StandPoint™ Surveys can assist your institution during these uncertain times.

New survey items address DEI, P&T, and retention.

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