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

GDI Steering Committee

Tuesday, October 19, 2021
1:00 – 3:00 PM ET
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
<table>
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<th>No.</th>
<th>Plan</th>
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<td>1</td>
<td>Strengthen the Medical Education Continuum for Transformed Health Care and Learning Environments</td>
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<td>2</td>
<td>Extend the AAMC's Leadership Role in Helping Students Progress Through Their Medical Professional</td>
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<td>3</td>
<td>Equip Medical Schools and Teaching Hospitals and Health Systems to Become More Inclusive, Equitable Organizations</td>
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<td>4</td>
<td>Increase Significantly the Number of Diverse Medical School Applicants and Matriculants</td>
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<td>5</td>
<td>Strengthen the Nation’s Commitment to Medical Research and the Research Community</td>
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<td>6</td>
<td>Enhance the Skills and Capacity of People in Academic Medicine</td>
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<td>7</td>
<td>Improve Access to Health Care for All</td>
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<td>8</td>
<td>Advance Knowledge Through the AAMC Research and Action Institute</td>
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<td>9</td>
<td>Launch the AAMC as a National Leader in Health Equity and Health Justice</td>
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<td>10</td>
<td>Adapt the AAMC to the Changing Needs of Academic Medicine</td>
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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

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.
Women of Color and Intersectionality

Collaborators: GWIMS, GDI, GFA, CFAS, GBA, GIP, GIR, GRA, GSA, ORR
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
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
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 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 individual responses will be de-identified before being made available. Your response to this survey will not impact your personal relationship with the AAMC or any AAMC programs or services. Participating in this survey will not prevent you from receiving any other GDI program or institutional support for diversity, equity, and inclusion. We will, however, 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.

34% Response Rate!
Preliminary GDI Needs Assessment Results

It's my first DEI leadership role
- Yes: 58%

It's a new position: I am the first
- Yes: 60%

I have a professional mentor
- Yes: 36%

I have thought about leaving
- Yes: 49%
Preliminary GDI Needs Assessment Results

Length of time in current position

- Less than 1 year: 18%
- 1-4 years: 46%
- 5-9 years: 21%
- 10-14 years: 8%
- 15-19 years: 3%
- 20 or more years: 4%
Preliminary GDI Needs Assessment Results

My position’s title

- Associate Dean: 22%
- Director: 22%
- Assistant Dean: 11%
- No Formal Title: 7%
- Chair/Co-Chair of Diversity Council/Committee: 6%
- Chief DEI Officer: 6%
- Senior Associate Dean: 5%
- Vice Dean: 3%
- Vice President: 3%
- Vice Chair of DEI: 3%
- Vice Chancellor: 2%
- Other: 11%

0% 5% 10% 15% 20% 25%

Vice Chancellor
Vice Chair of DEI
Vice President
Senior Associate Dean
Chaired/Co-Chaired of Diversity Council/Committee
Chief DEI Officer
Associate Dean
No Formal Title
Assistant Dean
Director
Associate Dean
Senior Associate Dean
Vice Dean
Vice President
Vice Chair of DEI
Vice Chancellor
Other
Preliminary GDI Needs Assessment Results

Title of position to which they report

- Medical School Dean: 28%
- Associate Dean: 20%
- Department Chair: 10%
- Vice Dean: 9%
- Senior Associate Dean: 9%
- President: 4%
- Assistant Dean: 3%
- Director: 3%
- Chancellor: 2%
- Other: 11%
Most Important Institutional DEI Priorities

- LCME Element 3.3: 4.32
- Diversifying StudentFaculty Pathway (formerly Pipeline): 4.24
- Institutional Climate and Culture: 4.14
- Antiracism: 4.05
- Eliminating Inequities in Health Care: 3.96
- ACGME Requirement 1.C: 3.91
- Equitable Search and Hiring: 3.87
- Sexual Orientation and Gender Identity Policies: 3.73
- Equitable Advancement, Promotion and Tenure: 3.72
- Diversity Assessment and Evaluation: 3.64
- Inclusive Community Engagement: 3.61
- Professional Development: 3.60
- Disability Services, Accommodations, and Supports: 3.36
- Leave and Career Flexibility for Parents: 2.88
- Employee Resource Groups: 2.87
- Supplier Diversity: 2.53
DEI Priorities

DEI Priorities: Designated and Individual Representatives

- LCME Element 3.3*: 4.24
- Institutional Climate and Culture*: 3.99
- Diversifying Student/Faculty Pathway*: 4.15
- Antiracism*: 3.97
- Equitable Advancement, Promotion and Tenure*: 3.53
- Professional Development*: 3.55

Legend:
- Designated (n=75)
- Individual (n=158)
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
Address Crucial Equity Issues: Gender Equity and Anti-Racism

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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

Launch
- August 2020 formed AC with National Medical Association
- Instituted the Organizing Committee as the backbone
- Identified Steering Core (SC) members as subject matter experts to identify systems-based factors

Discovery
- Convened SC to review and discuss research, data, policy and practices that resulted in graphic recording & manuscript;
- Adopted collective impact model as framework; and
- Presented at LSL 2020; GSA; NAMME; Cobb Board

Agenda Setting
- Set priorities - pre-health advising & accountability
- Named potential partners & established connections (i.e. NAAHP)
- Initiated process for defining action partners, roles, and communications strategy
Spheres of Information, Influence and Action

**AAMC & NMA Organizing Committee & Steering Core**

- **Action Partners**
  - Organizations, institutions and leaders who will commit to work together on specific actions and changes over a 2-5 year period.
  - Subject matter experts who will review existing data and research to identify intervention points.

- **Voices & Allies**
  - Leaders and organizations who will be engaged for listening sessions to share their work and expertise to support action planning. May become action partners.

**Guiding Principles**

- Symbiotic interactions with multiple stakeholders
- Working across sectors to identify existing solutions & new systemic interventions
- Convening multiple partners to take specific actions that are measured over time
Year 2 Proposed Road Map (7/21-8/22)

Communications Strategy

**Launch** visual identity

**Kick off** Online Community

**Create** strategy and process for action partner onboarding & engagement

**Share** AC findings, data, research

Action Agenda Setting

**Vet** action agenda priorities through listening sessions & town halls

**Identify** action partners, roles & change process

**Attract** resource support

**Publicize** action agenda

Action Planning

**Convene** action partners to define steps for change

**Establish** commitments

**Define** shared metrics & measurements

**Act** on AC priorities

Execution

**Monitor** progress towards action items

**Onboard** partners, voices & allies

**Disseminate** lessons learned

**Reassess & plan** next steps
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
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!

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

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

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
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
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.

Connect with us: aamc.org/engagewithstandpoint
Please Complete Your Evaluation!