



Tomorrow's Doctors, Tomorrow's Cures®

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Lead

COD Collective Action Initiative on Advancing DEI: DICE Inventory

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Association of
American Medical Colleges

Agenda

- Announce COD Collective Action Initiative on Advancing DEI
- Describe the DICE Inventory
- UC Davis Case Study
- Explain the commitment and sign-up process

Addressing and Eliminating Racism at the AAMC and Beyond

AS AN INDIVIDUAL

**Begin self-reflection
and educating
ourselves**

AS THE AAMC

**Become anti-racist,
diverse, equitable,
and inclusive**

AS PART OF THE ACADEMIC MEDICINE COMMUNITY

**Collaborate with
communities**

AS PART OF THE BROADER COMMUNITY

**Speak out about
systemic racism**

Learn more:

aamc.org/addressing-and-eliminating-racism-aamc-and-beyond

Anti-Racism & COD Areas of Work

Envisioning the Future

- COD Spring Meeting Keynotes
- Administrative Board
- Insight Circle

Data Gathering & Transparency

- **Culture & Climate Assessment**
- Pathway Program Inventory
- GDI Needs Assessment

Professional & Organizational Development

- Foundational Webinars
- Leadership Development Offerings

Deeper Dive

- Community building circles with student leaders
- Reactor Group
- Revised FPIE Workshop

Ongoing Communication

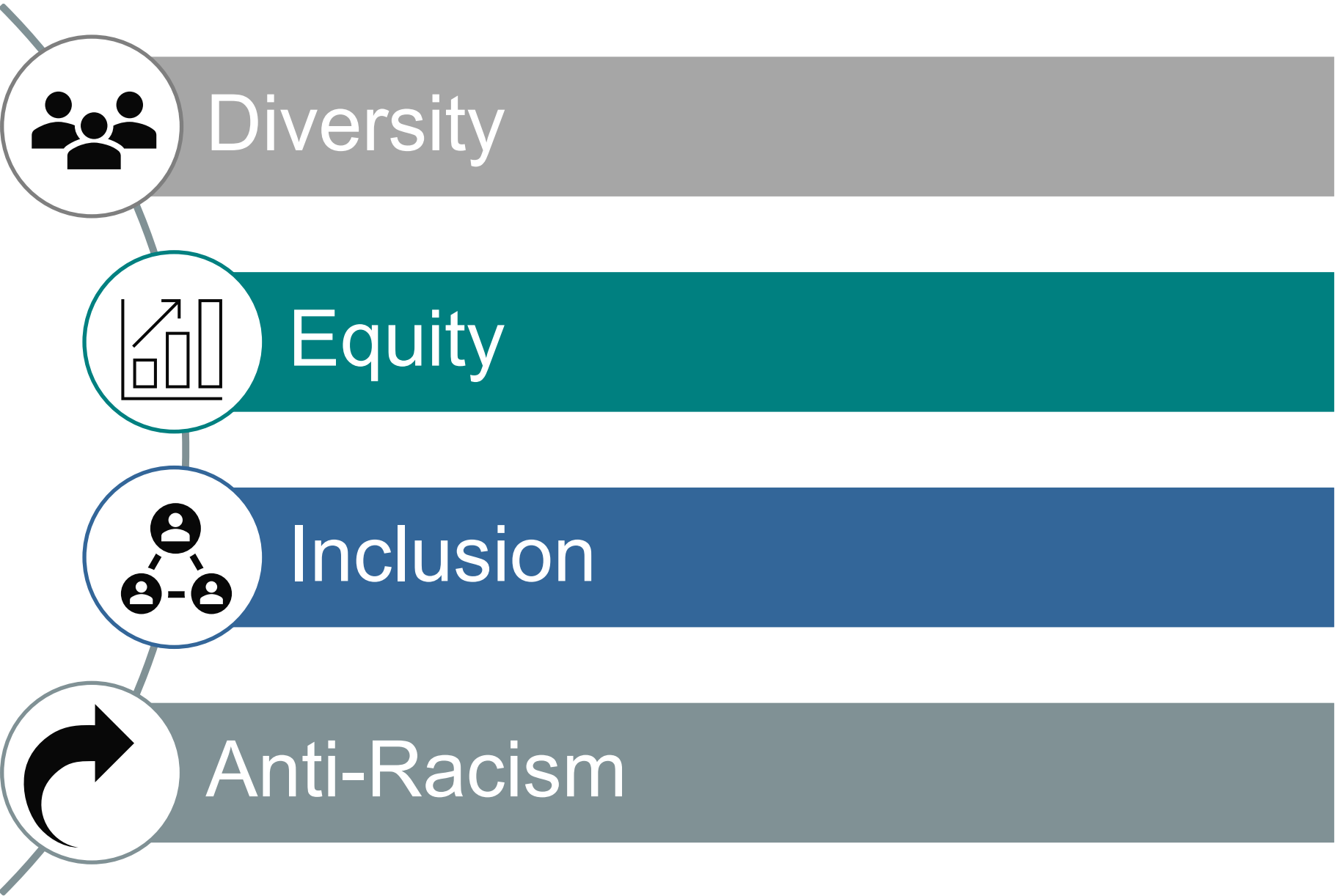
- COD Friday News
- Monday Meeting Updates with Q&A
- Example Practices

LSL/Spring Meeting

- Interactive Exercise Using Continuum

Future Work

- Convene Exemplars
- Publish Proceedings



Assessment Initiative Goals

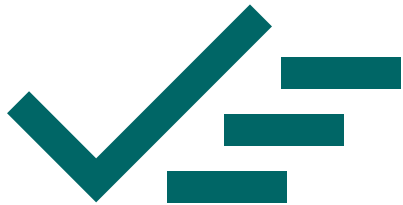
Medical schools to assess their strengths and areas for improvement related to DEI & AR

Fully engage the COD in collective efforts to advance DEI & AR

Identify areas where AAMC can support the achievement of member DEI & AR goals

COD Collective Action Initiative (CAI) on Advancing Diversity, Equity, and Inclusion (DEI)

This Collective Action Initiative is an opportunity to demonstrate a commitment to advancing DEI at the national leadership level within academic medicine.



COD CAI on Advancing DEI

Administration of the AAMC Diversity, Inclusion, Culture and Equity (DICE) Inventory

Results provide a roadmap for local strategic action planning on DEI

National report published to identify community needs

Data will inform future resources to be developed by AAMC

What is the Diversity, Inclusion, Culture & Equity (DICE) Inventory?

Diversity, Inclusion, Culture & Equity (DICE) Inventory

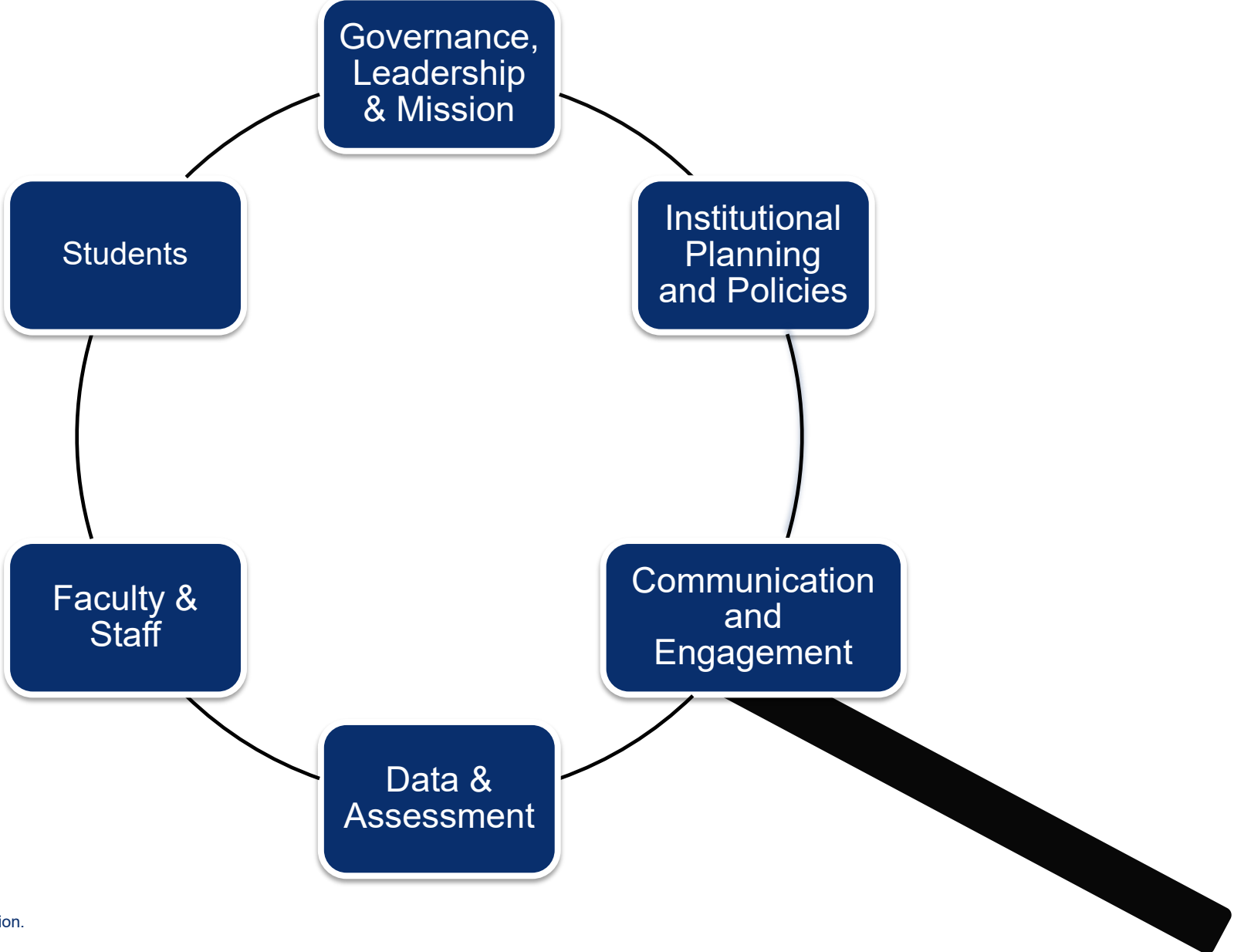


THE CALIFORNIA
Wellness
FOUNDATION

Aims to help institutions conduct a comprehensive review of institutional policies, practices, procedures, and programs that improve campus culture & climate.

- Funded by the California Wellness Foundation
- Collaboration with APLU/USU
- Piloted with 8 California medical schools and universities in 2016-2017 and 2017-2018
- Inventory Released in April 2021
- 40 schools have purchased the tool

DICE Inventory Content Areas



DEI curriculum integration

DEI in recruitment and admissions

**Sample
Descriptors**




Value of DEI research and service

DEI policies and programs for faculty recruitment, hiring, promotion and advancement

How does it work?

- The dean identifies a small team of key contributors to work with them to complete the DICE Inventory
- The dean facilitates a series of meetings and discussions with key contributors to collaboratively complete the inventory
- Contributors provide data/supporting evidence from preexisting data sources, such as details of programs and policies in place at the medical school, to supplement their DICE Inventory responses

Examples of DICE Inventory Questions

Return to Table of Contents	Diversity, Inclusion, Culture, and Equity (DICE) Inventory					
Descriptor	Item No.	Survey Section: Institutional Planning and Policies	Yes	No	N/A	Supporting Evidence
Strategic Planning and Accountability						
Accountability structures and processes exist for diversity, inclusion, and equity goals	17	Does the institution's/school's strategic plan or diversity plan identify individuals who are responsible and accountable for progress toward diversity, inclusion, and equity goals?	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	
	18	Are there mechanisms for reporting annually on progress toward diversity, inclusion, and equity goals in the strategic plan?	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	
	19	Does the institution/school have performance incentives for schools or departments to achieve diversity, inclusion, and equity goals?	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	
	20	Are schools, departments, or units with successful diversity, inclusion, and equity initiatives rewarded or recognized by senior leadership?	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	

Examples of DICE Inventory Report

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Diversity, Inclusion, Culture, and Equity (DICE) Inventory



DICE Inventory Report

The Inventory Content Areas	Total Items in Content Area	Inventory			Percentage Yes	Response Summary Flag	Related Resources
		Yes	No	N/A			
Governance, Leadership, and Mission	16						
<i>Governance and Leadership Structures</i>		7	4	1	63.6%	<i>This level indicates moderate Diversity, Inclusion, Culture, and Equity efforts.</i>	Click for resource list
<i>Mission, Vision, and Values</i>		3	1	0	75.0%	<i>This level indicates moderate Diversity, Inclusion, Culture, and Equity efforts.</i>	
Institutional Planning and Policies	16						
<i>Strategic Planning and Accountability</i>		4	0	0	100.0%	<i>This level indicates substantial Diversity, Inclusion, Culture, and Equity efforts.</i>	Click for resource list
<i>Diversity, Inclusion, and Equity Policies</i>		0	12	0	0.0%	<i>This level indicates opportunities for improvements in your Diversity, Inclusion, Culture, and Equity efforts.</i>	



COD CAI Overview

COD CAI Timeline



**Participant Sign-up
Project Overview
Sessions**

1

2



**DICE Inventory Data
Collection and Return
Data to AAMC**

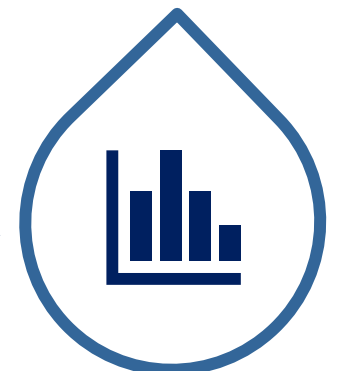
3

4

**AAMC Provides
DICE Inventory at no
cost to participating
schools**



**Analysis Shared
with COD and in a
published report**



What support will the AAMC provide?

**Complimentary access
to the DICE Inventory
(\$200 value)**

**DICE Inventory User
Guide**

**Sample
communication
templates to announce
this initiative**

**Guidance about
completing the
inventory**

**National report based
on aggregate findings**

**Future DEI learning
opportunities and
resources**

AAMC Team

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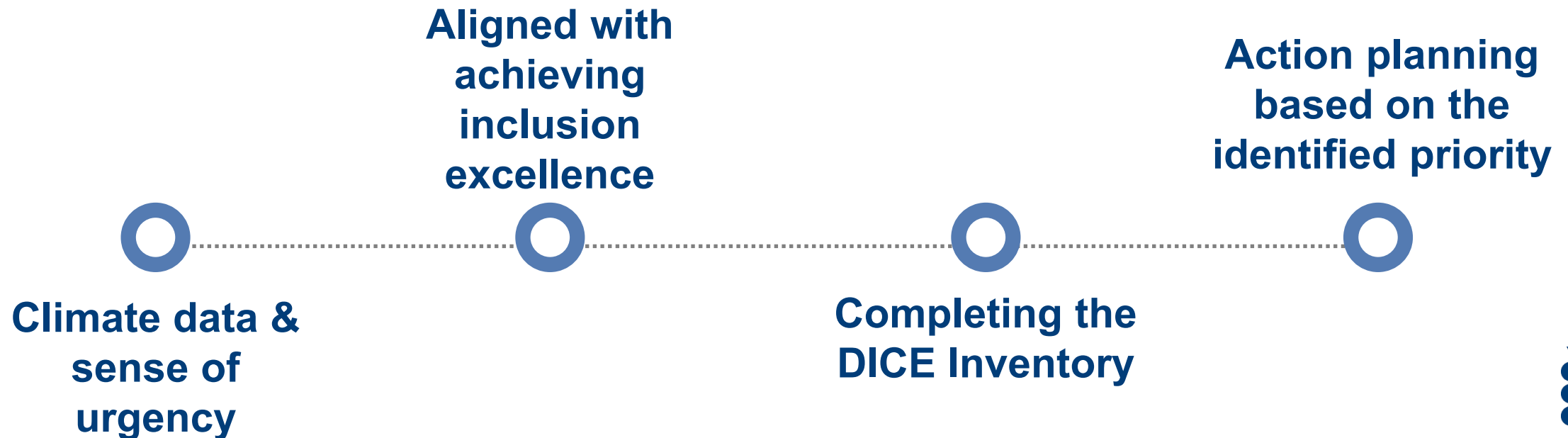
Alison Whelan

*AAMC lead for this initiative

Questions & Answers

DICE Inventory Case Study

University of California, Davis



Implementation Team



Assoc./Asst. Deans
and Community
Members

Department Chairs
and Vice Chairs

Core Implementation
team : CDIO, CHRO,
CMO, CNO,
Academic Affairs
leadership

Communicating about Project

Invite Key Contributors

Brief proposal describing the rationale

Build Leadership Consensus

A formal presentation made to the dean's executive cabinet

Inform and excite the community

Intranet web page, 2 town hall forums, dean's video

**DICE inventory was
intranet accessible for 3
months**

**Emphasized connection of
with meeting accreditation
standards**

**Gaining Buy-
in to Complete
the Tool**

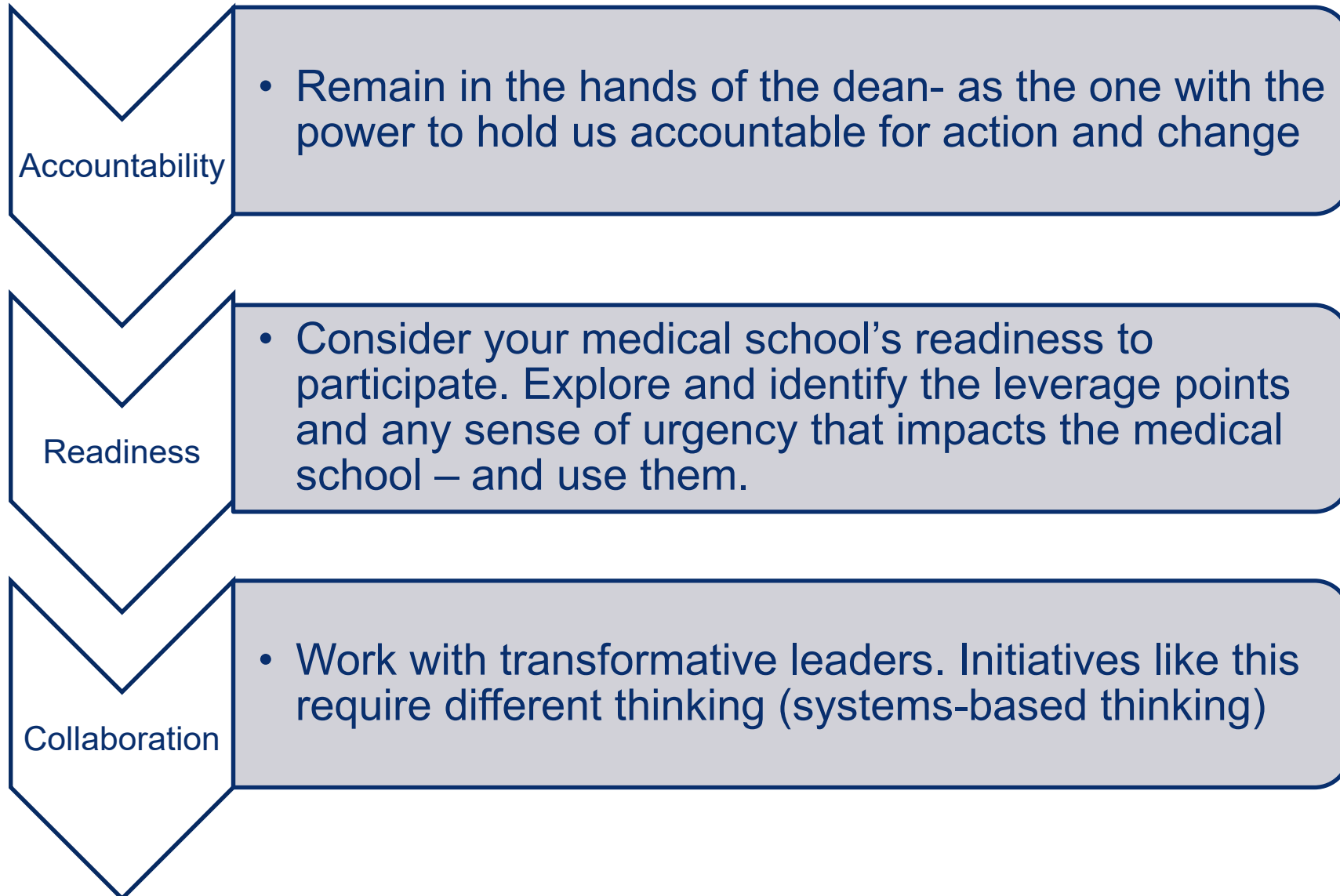
**Provided the quantitative
data**

**Communicating on-going
progress**

Action Planning



Best Practices for Completing the DICE Inventory

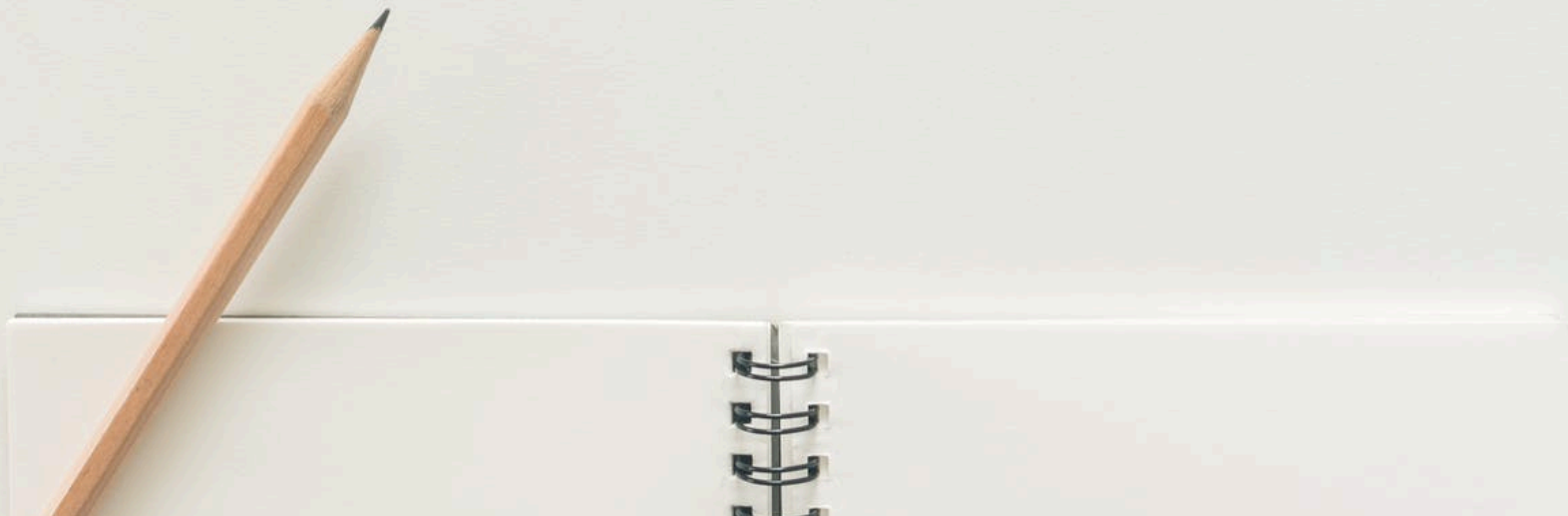


Questions & Answers

Signing up for the COD Collective Action Initiative on Advancing DEI

How do I sign up?

- Deans will receive a formal communication, including a link to the commitment form, on **December 8**
- The sign-up **process will close on January 7**



What are the next steps?

- Assemble an implementation team to work with you to complete the DICE Inventory
- Schedule meetings for the group to complete the inventory between February 1 and May 1
- Review AAMC resources to be provided during the sign-up and pre-administration periods (e.g., DICE User Guide, template for communicating about the project to campus community) and take appropriate actions