



# Office of Inclusion

## ASSESSMENT REPORT

### UNMC Campus-Wide Strategic Initiatives

### Diversity, Equity, and Inclusivity

**FROM:** Director of Inclusion, Sheritta A. Strong, MD, DFAPA

**DATE:** January 2021

This report was prepared with the support of the following Deans, Directors, and Vice-Chancellors. This report outlines any details submitted directly from the represented colleges, units, and institutes as of January 2021, and is not comprehensive in nature. The information below demonstrates a high level of activity within the space of diversity, equity, and inclusivity. If there is missing or incomplete information here, it can be included in the end-of-year report set to publish at the end of the fiscal year (June 2021). The UNePlan will be reviewed and feel free to send updates/initiatives that you want featured in the report to [sastrong@unmc.edu](mailto:sastrong@unmc.edu).

The following units and associated points of contact are included in this report:

- [UNMC Offices of Inclusion and Equity](#)
- [UNMC College of Allied Health Professions](#)
- [UNMC College of Dentistry](#)
- [UNMC College of Medicine](#)
- [UNMC College of Nursing](#)
- [UNMC College of Pharmacy](#)
- [UNMC College of Public Health](#)
- [UNMC International Activities](#)
- [UNMC McGoogan Library](#)
- [UNMC Munroe Meyer Institute](#)
- [UNMC Research and Discovery](#)
- [UNMC Student Success](#)
- [UNMC Office of Business and Finance](#)

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## **UNMC Offices of Inclusion & Equity (2021)**

1. Background. In the first 6 months since becoming a permanent role, the Director of Inclusion, Dr. Sheritta Strong, has prioritized building a presence and consolidating a strong group of collaborators to ensure a solid foundation for the launch of various programs this year. The successful launch of programs both near and far are highly dependent on the ability to garner both collaborators and proper exposure. Furthermore, in the months following the establishment of a permanent role for the Director of Inclusion, the Director of Equity, Brandy Clarke, PhD, had the “interim” removed from her title. Both are now permanent positions that jointly serve the entire UNMC campus.
2. Activities to date.
  - 2.1. Active establishment of a presence. The Director of Inclusion, the Director of Equity and the Office of Inclusion staff have spent roughly 20-25 hours collectively per week in meetings that establish rapport, build on active collaborations, catalyze connections, establish introductions and have given both directors a broad and general awareness of many of the initiatives actively happening on campus. The leadership in both offices have ensured to communicate semi-regularly with other DEI leaders and committees on campus to ensure that they feel supported and that they have opportunities to request tangible support. The directors have also ensured to extend that support to various established offices, affinity groups and organizations. The following are examples (not comprehensive) of offices and groups that house some of the most active collaborators and communicators with the Offices of Inclusion and Equity: the Inclusion and Equity Council (formerly known as the Inclusivity Committee), Student Success (and SLIDO), Faculty Development, G.R.A.D.S., WC4BL, the College of Medicine’s expanding DEI Department, the College of Allied Health Professions Assistant Dean, Office of Community Engagement, Interprofessional Academy of Educators (specifically the Design Thinking Interest Group) and Strategic Communications. Various unit and departmental leadership have personally engaged with the leadership in the Offices of Equity and Inclusion to request sponsorships, resources and/or guidance regarding the establishment and improvement of their inclusive or cultural modules within their unit specific curriculum. More prominent collaborative initiatives include:
    - 2.1.1. Two Summer Campus-wide Listening Sessions. The first session housed 550 participants virtually on June 8<sup>th</sup> with panelists that included Dr. Davies, Aileen Warren, and Thomas Schroeder (Student Senate President). The second session was held on July 29<sup>th</sup> and housed 150 participants virtually. The panelists for the second session included: Lisa Spellman, Emily McElroy, Shaker Dukkupati and was moderated by COPH’s Katie Brandert & COPH Alumnus Sarena Dacus.
    - 2.1.2. Erasing Cultural Indifference 3-Part Series. The Offices of Equity and Inclusion, in collaboration with Faculty Development sponsored a Train-the-

Trainer 3 part series that involved the preliminary training of 16 UNMC and 1 Children's Hospital personnel (all representing various departments). It is the intent of the Office of Inclusion to operationalize the training with the support of willing trainers. This would allow UNMC campuses to receive the curriculum as a service. The curriculum would provide concrete didactic instruction on various topics relating to identity, privilege, and bias. This would, also, be a resource for leaders on campus as we provide opportunities to have difficult reflective conversations within their units.

- 2.1.3. WE STRIVE. The Directors of the Offices of Inclusion and Equity have been members of this affinity group since its inception, and have ensured that the OOI staff attain membership, as well. At least one representative from the offices has attended each meeting to ensure that they can participate in their initiatives and that they are available to the group's leadership when they need supplemental support.
- 2.1.4. Student Success. In collaboration with Inclusive Nebraska, SLIDO and pathway program leadership, the offices are supporting the launch of a "Bridging the Gap" series that provides "Erasing Cultural Indifference" curriculum to pathway program students. The intent of this program is to ensure that students who are likely to enroll into UNMC after receiving their undergraduate degree receive early exposure to concepts of identity, privilege, and bias.
- 2.1.5. Gender & Sexuality Resource Center. The Offices have been in contact and in collaboration with the GSRC. The offices take ample opportunities to bring awareness that UNMC now has a Gender and Sexuality Resources representative and liaison. The representative is a UNO graduate student named Jennifer Benitez-Albiter. The Offices of Inclusion and Equity are in semi-regular communication with this GSRC representative as this liaison, also, represents UNO/Students on the steering team for the upcoming community of practice launch. The Offices of Equity & Inclusion have committed to supporting (in conjunction with Student Success) the UNMC leg of a 3-year domestic violence grant that is coming out of UNO with the Department of Justice.
- 2.1.6. COPH Zoom Background Distribution. At the start of the fiscal year, the Office of Inclusion collaborated with the Assistant Dean of COPH, Dr. Ali Kahn, and Strategic Communication's Tom Waples to distribute a UNMC-wide friendly version of their "Diversity is our Strength" and "Inclusion is our Strength" Zoom backgrounds for the broader UNMC campus to use. Greg Brown in the COPH, who gave permissions to distribute widely, originally created this Zoom background.
- 2.1.7. 21 day/21 Week Challenge. On MLK Day, Dr. Strong, Director of Inclusion launched the first round of the 21-Day Challenge. This challenge gives participants prescriptive guidance and resources for "self-education" in the space of racial equity. This campaign is set to go through the rest of the year. The offices intend to keep racial equity at the forefront of campus conversations with these challenges and has plans re-ignite conversation with this, and similar campaigns periodically over the course of the

upcoming couple of years. A second round of the challenge that will be going for 21 weeks launched on March 8<sup>th</sup>, 2021 and will go through the summer. The second launch of the UNMC-wide challenge was a collaborative endeavor with Jasmine Marcelin, MD, Kate-Lynn Muir, DO, and the Internal Medicine Residency DIVERSE Taskforce in the UNMC Department of Internal Medicine.

- 2.1.8. Pathway Programs Coordination. In collaboration, and with direct support of Student Success leadership and the Director of RHOP/KHOP, Nikki Carritt, have aided in the review, distribution and finalization of the MOU for UHOP. Nikki Carritt has been leading the operationalization of UHOP at UNMC. Due to her efforts, various units have agreed to reserve spots for UHOP students to be phased in from 2021-2022. Further review of the Offices current staffing capacity to support pathway program coordination will be re-visited before taking on a more active role as this program becomes actively established at UNMC.
- 2.2. Expansion of the Office of Inclusion. The Office of Inclusion has expanded by bringing on one staff member to support in administrative duties and program coordination. Since the Office of Inclusion's inception, it has witnessed an influx of campus demands and requests to participate in collaborative initiatives. This contributes to the urgency of expanding both the Office of Equity and the Office of Inclusion. This must continue to be in deliberation in an effort to support the entire campus as a whole.
- 2.3. Events. The Offices of Inclusion and Equity maintained engagement with UNMC by way of a variety of activities.
  - 2.3.1. Gallup Hosted Workshop. In collaboration with WESTRIVE and Faculty Development, this event, Women: Work and Life Well-Lived, was an exclusive invite-only session where various deans and directors came to view and discuss national data trends regarding gender equity. They engaged in discussion surrounding opportunities and barriers within their units and received workbooks as a part of this initiative to use as a resource to aid in addressing them.
  - 2.3.2. Post-Election Decompression Session for Staff. The Office of Inclusion, in collaboration with staff from Faculty Development and leadership from Wellness, held a drop-in reflective session for staff to come for support following the 2020 election.
  - 2.3.3. Post-Election Support Session for Faculty. The directors of these offices provided support of a Faculty Development led drop-in session in which faculty could come for support following the 2020 election.
  - 2.3.4. MLK Day Event. The Offices of Inclusion and Equity hosted the MLK Day event virtually in January 2021 with coordinating and marketing support from the previously established MLK Day Committee that consisted of representatives from across campus and Nebraska Medicine: Graciela Sharif, Lisa Spellman, Tara Friesen, Lynnette Zepeda, Angela D Hayes,

Danette Nuemann. The event and Keynote speaker, Commissioner Chris Rodgers, drew in 368 persons.

2.3.5. Conversations for Inclusive Excellence. The monthly series launched on January 12<sup>th</sup>, 2021 with the purpose of engaging guests in honest and vulnerable dialogue. Since launching, the series has engaged 249 participants total in three separate sessions.

2.3.6. Black History Month. The Office of Inclusion collaborated to support BHM, organized through HR's Giovanni Jones who led a myriad of other stakeholders. The Offices of Inclusion and Equity in collaboration with the College of Medicine hosted an independent film screening for the documentary film "Black Men in White Coats". Film access followed up with facilitated discussion led by Drs. Strong and Delair.

2.4. DEI Support for Town Halls and Unit Meetings. Over the course of AY 2020-2021, the Director of Inclusion has received and accepted a multitude of invitations to speak at unit "Town-halls." Presence and reflective discussion facilitation has been provided at the College of Nursing, College of Public Health, College of Dentistry, College of Pharmacy, and for the Vice-Chancellor of Research meetings. There have been varying levels of engagement at every session. There are still a fair number of units where connections need to be developed.

2.4.1. One-on-One Meetings. Dr. Strong and Dr. Clarke met with a plethora of UNMC leaders to discuss various DEI items within their organizations. These discussions were, and continue to be, vital in developing the relationships needed to address issues related to culture at UNMC. These discussions have been both formal and informal. Semi-regular communications from the offices occur often with Shirley Delair (COM Associate Dean for DEI) and Jan Tompkins (CAHP Assistant Dean for DEI). Meetings with faculty, staff and students – including outreach efforts internally and externally with diversity officers/personnel on campus and within the broader Omaha community; these include mentorship sessions for students and UNMC's young professionals.

2.5. Community Presence. The Director of Inclusion has been involved in various community events on both a local and national level related to DEI – including KETV highlight of racial trauma, NAACP, American Psychiatry Association's Town Hall on Racism, and the Empowerment Network. She has also, conducted a TedTalk for UNO's Diversity Series in October on "What is Trauma?", as well as, presented at a Science Café on "Psychology of Bias". Dr. Strong has, also, engaged Lisa Spellman in supporting activities that advocate for Native American interests. There are further collaborative opportunities actively developing between UNO and MCC based on exploratory meetings.

2.6. Leadership Development. Dr. Strong has immersed herself in many professional and self-development trainings, which include but are not limited to obtaining a certificate in DEI from eCornell and becoming a Qualified Administrator of the Intercultural Development Inventory. She is also engaged in the third cohort of a yearlong African American Leadership program called “Redefine the Game” facilitated by nationally renowned Dr. Randall Pinkett, Jr based on his book *Black Faces in White Spaces*. She has also, met regularly when time permits with coach, Rob Kramer, and a variety of mentors including Vicki Sapp, PhD. Finally, Dr. Strong and Jhoanna Olmos attended the Design Thinking 3-day workshop and are actively looking for ways to incorporate the process into future program/service development.

2.8 Re-structuring of the Inclusion and Equity Council (formerly known as the “Inclusivity Committee”). Through the support of a trusted advisory board consisting of UNMC leaders and influencers, Dr. Strong has created a set of by-laws, introduced in January 2021. These include an update to the mission statement. All of this has been re-visited to ensure maximum feasible impact form this cohort. It is understood that the volunteer status of council members and the goals of this council are being reviewed to determine how best to incorporate DEI work into their respective units. All of these efforts to re-imagine the cohort and provide direction through the progression of UNMC’s DEI strategy understand that engagement levels are impacted by a variety of factors that include availability of %FTE.

2.9 Increasing Inter-unit collaborations. The approach in progress is through the development of a pilot Community of Practice. The pilot will focus on issues of “gender equity” and will examine how to most effectively support of a gender-diverse workforce. Several offices (and various stakeholders from multiple units) have been in active collaboration to find ways to break down silos at UNMC. This launch intends to address the issue of information and collaborative silos by increasing opportunities to catalyze synergy through inter-unit communications. One of the goals for this cohort is to allow a space that creates broader awareness for all participants regarding initiatives and/or best practices that are already happening on the UNMC campus (as well as those that are actively being investigated/planned). The Community of Practice is now in the 2<sup>nd</sup> phase of a 3-phase plan and set to launch in July 2021, at the start of the new fiscal year. There are currently 84 participants registered who will contribute to consensus building and will allow the pilot’s development team to continue in refining the launching strategy. These 84 participants (not counting the development and leadership teams) represent 16 units/departments across the Omaha campus.

2.9.1 Design Thinking Collaborative Efforts. In conjunction with the development of the pilot “community of practice”, the Offices of Equity and Inclusion have been exploring and are in contact with the Design Thinking Interest-Group (housed within the Interprofessional Academy of Educators). The offices intend to use Design Thinking process to work

through some of the most challenging issues facing the campus in this moment.

3. UNePlan OSI's and Future Activities. The Office of Inclusion has increased its understanding of the asks from campus since its establishment and intends to work the following initiatives into their UNePlan so that they can meet the requests that are feasible at this stage of the offices' establishment and early relationships.
  - 3.1. Safe/Brave Space in the McGoogan Library. Purpose and operationalization is pending launch on March 25<sup>th</sup>, 2021. These spaces serve as a standing physical location where faculty, staff and students may come to create a sense of belonging. The images in this space reflect the diversity of the UNMC campus and provide a separate designated location to come and share a difficult conversation. Both spaces create opportunities for growth as the campus works together to co-create understanding for a more inclusive campus.
  - 3.2. Operationalizing Train-the-Trainer Curriculum as a service to UNMC. Operationalization is pending OOI, OOE, and other collaborator review.
  - 3.3. Launch of Pilot Community of Practice. Active efforts have been and will continue to take place throughout the rest of the semester. This is the largest initiative coming out of both collective offices and it is set to launch in July 2021.
  - 3.4. Expansion of the Offices of Inclusion and Equity. Pending further discussion with leadership, planning and review.
  - 3.5. Cultural Calendar. The offices are actively working to incorporate a calendar into the re-structure of the "diversity" site (which is set to go live by end of March) to decrease gaps in oversight/support for cultural and social groups/events. Operationalization opportunities exist with the office's most active collaborators. This is pending further development & review.
  - 3.6. OOI + OOE Communications Strategy. This requires further development and revision. The offices have been in contact with various strategic communications experts on campus for advisory input.
  - 3.7. Drop-in Virtual Coffee Sessions. Is pending planning and development.
  - 3.8. Coordination with the broader UN System. The offices will continue developing relationships and collaborations with other UN offices to address gaps in oversight/support for students, faculty and staff.
    - 3.8.1. GO Network. In collaboration with UNO/UNMC Student Success leadership, the Office of Inclusion has been in discovery to find more ways serve students that are transferring into and out of the University of Nebraska. The discussions will continue until there are reasonable and

impactful methods of achieving blanket and wrap-around services that create the least amount of resistance to student achievement.

### **UNMC College of Allied Health Professions (January 2021)**

1. **Background.** The College of Allied Health Professions established the formal position of Assistant Dean for Diversity & Inclusion effective July 1, 2020. Janice Tompkins, MPH, MT (ASCP) was appointed to the inaugural role at 0.5 FTE. Ms. Tompkins subsequently developed the CAHP Diversity & Inclusion Committee, currently comprised of twenty-seven members of CAHP faculty and staff, divided into five sub-committees, including:
  - i. Communication
  - ii. Curriculum
  - iii. Policies & Procedures
  - iv. Recruitment
  - v. Survey
- 1.1. Ms. Tompkins meets regularly with Dr. Sheritta Strong, UNMC Director of Inclusion, communicating about future college and campus initiatives, regularly reporting on the activities of the CAHP, and obtaining perspectives and resources from the UNMC Offices of Inclusion and Equity, and Faculty Development. The CAHP Diversity & Inclusion Committee meets monthly (having had six meetings since July 27, 2020), with plans for the sub-committees to meet monthly as well beginning in the spring semester 2021.
- 1.2. The Survey sub-committee completed research into creating a survey tool to gain CAHP faculty and staff input on needs/potential initiatives related to diversity and inclusion. The sub-committee has also been working with Andrew Faltin in UNMC Student Affairs to customize the UNMC Campus Survey to gain additional knowledge specific to CAHP students. The survey was conducted in January.
2. **Activities to Date.** The CAHP and the Assistant Dean for Diversity & Inclusion have attended multiple webinar sessions from a wide variety of sources over the past six months. Most have promoted a “listen and learn first” approach, followed by the development of specific and attainable activities and programs to create a better environment for students, faculty and staff. The CAHP Diversity and Inclusion Committee is beginning to “emerge” from this initial “listen and learn” phase to begin to develop a longer-term set of strategies to for promoting diversity and inclusion in the CAHP. Other activities/initiatives of the CAHP pertaining to diversity and inclusion include:



- 2.1. Inclusive Communities collaboration. CAHP faculty and staff participated in a training designed specifically for members of the CAHP by Inclusive Communities on September 17, 2020. Total participants – 75.
- 2.2. Faculty Development participation. CAHP faculty and staff participated in an AAMC training sponsored by UNMC Faculty Development *Curing the Culture: Workplace Incivility in Academic Medicine and Science*. Total participants – 11.
- 2.3. CON DEI Initiative participation. CAHP faculty and staff participated in a presentation sponsored by the College of Nursing, “Build Capacity toward a Culture of Inclusive Excellence.”
- 2.4. Individual Diversity Inventory. The CAHP Physical Therapy program faculty completed the IDI.
- 2.5. Promotion of community resources for self-education. Programs on the PBS stations and website have been promoted to the CAHP for learning, listening and conversation, including, “Driving While Black,” and “Racism for Kids.” The PBS website also has a collection of films and specials in a section called *Race and Racism in America*.
- 2.6. Physical DEI Exhibit. Genetic Counseling Students painted a mural “We Stand Together” depicted by a DNA strand along the Keystone Trail near the new MMI building. Total participants – 12.
- 2.7. DEI related empowerment session participation. CAHP faculty attended the Faculty Development sponsored session on December 10, 2020, “Getting Past Discomfort: Mitigating Bias to Become Up-standers in Healthcare.” Dr. Jasmine R. Marcelin presented the session from UNMC. Total participants – 9.
- 2.8. Erasing Cultural Indifference 3-part series participation. CAHP faculty and staff have completed a 3-part certificate series “Erasing Cultural Indifference”. The UNMC Office of Inclusion, the UNMC Office of Equity and UNMC Faculty Development sponsored this series. The CAHP plans to share some video clips and TedTalks from this series with CAHP faculty and staff. Total participants – 15.
  - 2.8.1. The CAHP Assistant Dean for Diversity & Inclusion participated in Train-the-Trainers “Erasing Cultural Indifference” sessions. The intent of this group is to offer this certificate to more of the UNMC campus in the future and to provide individual segments from this series to interested organizational groups at UNMC, which will be organized by the UNMC Office of Inclusion (OOI).
- 2.9. Promotion of other unit initiatives. The Breakthrough Thinking presentation held on November 13, 2020 provided considerable information for the campus

community. The link to the recorded session was sent to all CAHP faculty and staff. Ms. Tompkins also promoted the *21-Day Challenge* to members of the CAHP.

3. UNePlan OSIs and Future Activities. The CAHP has embedded several future initiatives pertaining to diversity and inclusion in the CAHP UNePlan, including OSIs 5.3.1, 5.4.1, 5.7.2, and 5.8.1. Some of these planned activities include, but are not limited to:
  - 3.1. Student D&I Committee. Recruitment of a CAHP Student Committee on Diversity & Inclusion to represent students on the CAHP Faculty and Staff Diversity & Inclusion Committee. The first meeting was scheduled mid-January.
  - 3.2. Erasing Cultural Indifference Collaboration. Continuing to encourage further participation of faculty and staff in the “Erasing Cultural Indifference” series by presenting portions of this series to faculty and staff.
  - 3.3. Regular monthly anthropology series launch. In collaboration with expert faculty from UNO develop and present a series of seminars on historical events pertaining to systemic racism entitled, “What They Didn’t Teach You in the History Books in School.”
  - 3.4. Promotion of personal development. Continue to have faculty and staff new to the college and any external individuals who are participating in admissions complete the DiversityEdu modules.
  - 3.5. Student Survey. The survey subcommittee of the CAHP Diversity & Inclusion Committee have worked with UNMC Student Affairs to add customized questions to the UNMC Student Survey that was sent to students in January. These results will help determine action items needing to be addressed with and for students.
  - 3.6. Workforce Survey. The survey subcommittee of the CAHP Diversity & Inclusion Committee is developing a survey for the CAHP faculty and staff. The results will identify action items to be addressed with and for CAHP faculty and staff.
  - 3.7. Central repository of Podcasts. The development of a central repository of podcasts that people can listen to as they run/walk.

## **UNMC College of Dentistry (January 2021)**

*“To Embrace the Richness of Diversity and Promote a Culture of Inclusion and Equity for ALL.”*

1. Background. Pending.
2. Activities to date.
  - 2.1. All College Conference with Inclusivity. Held in August 2020 – Plenty of engagement that included reflections from faculty, staff, and students regarding difficult topics at the direction of Dr. Saksena.
  - 2.2. Listening Sessions. The original was held on June 10, 2020 – Provided the College of Dentistry with ideas and direction that has since created a plethora of planned actionables (see section 3). College of Dentistry has highly encouraged participation in all of campuses reflective and listening sessions.
  - 2.3. Faculty and Staff Enrichment Day. Held on June 22, 2020.
  - 2.4. Holistic admissions. These have been in place for five years and has undergone consistent revision and enhancement. Prior to the establishment of holistic admissions processes, the College of Dentistry did not have any Black students dating back to 2010 enrollment. Since the emplacement of holistic admissions processes, there has also been a rise in the enrollment of Asian students.
3. UNePlan OSI’s and Future Activities. Enhancing OSI’s and expanding reach to East Campus – Dean Guthmiller led a meeting on January 4, 2021 in regards to enhancing the “operational strategic initiatives” (OSIs) and to investigate methods to include the East campus. They intend to do this by creating a virtual setting with respect to activities that engage the entire UNMC community. They have considered creating a College-wide DEI council with the members of faculty from within the college. Yun Saksena has been a prominent leader in these charges. Other emerging leaders include Sarah Lowman, Ali Nawshad, and Jill Wallen. College leadership has been conducting 1:1’s with faculty members to provide adequate direction, guidance, and support. Under the direction of Julie Marshall (and in collaboration with Jane Meza), the second cohort of international dentists has been launched. The following actionables will guide the College’s Strategic Plan.
  - 3.1. Recruitment. Increase efforts to recruit a more diverse student body.
  - 3.2. Safe Spaces. Defining what a safe space is and creating safe spaces within the college.
  - 3.3. Training. Educate faculty, staff and students on health disparities, communicating with diverse populations, empathy/listening. The guiding quote

in these sessions will be – “We never know the battles one is facing if we do not take the time to listen.”

- 3.4. Engagement. Increase student, faculty and staff engagement in UNMC community involvement opportunities.
- 3.5. Outreach. Engage off-site faculty, staff and students in UNMC events that promote diversity, inclusion and equity; ensure that UNMC programming is available to students, faculty and staff at all of the UNMC campuses. The college seeks to create connections with community groups to help eliminate health disparities.
- 3.6. ENGAGE system leveraging. Enhance the use of the ENGAGE system to better publicize and encourage volunteerism at service learning sites and other outreach activities including health fairs.
- 3.7. Budgeting and Planning for DEI initiatives. Invest resources in active efforts – both time and money.
- 3.8. Revisit physical climate. Discourage/ban the display of offensive symbols.
- 3.9. Promote usage of established tools. Familiarize all unit faculty (especially search committees) with the ADEA Faculty Diversity Toolkit.
- 3.10. Create semi-regular personal development opportunities. Conduct more listening sessions and engaging participants.

### **UNMC College of Medicine (January 2021)**

1. Background. Dr. Shirley Delair, a pediatric infectious diseases physician with 10 years of experience at UNMC was appointed on November 1st, 2020, the inaugural Associate Dean for Diversity, Equity and Inclusion (DEI) at the COM. She is currently developing the mission, vision and organizational structure for the new DEI office.
2. Activities to date.
  - 2.1. Creation of DEI Office Student Advisory Committee. Dr. Delair has assembled a DEI Office Student Advisory Committee comprised of key student group leaders with whom she meets periodically to address concerns on medical education, campus climate and community engagement. These meetings also serve as an opportunity to mentor and advise students on current and planned DEI initiatives. A similar process has been initiated with graduate medical education representatives.

- 2.2. Meetings with each COM Chair. Dr. Delair has individually met with the majority of COM department chairs. She has created a DEI intake for each department to provide a tangible preliminary overview of their DEI leadership, activities, education, recruiting, and the promotion and tenure process.
  - 2.3. Working with Additional Stakeholders. Dr. Delair is closely working with the Associate Deans of Student Affairs, Admissions, and Undergraduate Medical Education. Currently they are working on strategies to increase diversity in pre-med pathway programs, to conduct holistic review of medical school admissions, to evaluate courses with emphasis on how health disparities are addressed in the curriculum.
  - 2.4. Coordination with campus diversity officers. Dr. Delair meets monthly with Diversity officers outside of the COM, to coordinate Interprofessional DEI initiatives such as working on identifying a campus wide climate survey and
3. UNePlan OSI's and Future Activities.
    - 3.1. Black History Month Event Collaboration. Dr. Delair collaborated with other units to organize a documentary screening "Black Men in White Coats" which aired during Black history month.
    - 3.2. Community Collaborations. Community engagement is an essential part of the mission of the office. Dr. Delair has been reaching out to community leaders and public health agencies during the pandemic, as well as, reaching out to an urban high school health professional academy to provide medical student led lectures to increase interests in medicine.
    - 3.3. Expansion of the COM DEI Office. Dr. Delair has created and is actively recruiting Assistant Dean positions for the DEI office, for Student Programs and in Education Programs.

### **UNMC College of Nursing (January 2021)**

1. Background. Pending.
2. Activities to date.
  - 2.1. Diversity Workshop. Held on October 8, 2020. Titled "Building Capacity Toward a Culture of Inclusive Excellence" and sponsored by the UNMC College of Nursing through the NU Diversity Grant awarded to Cathrin Carithers, Liane Connelly, and the UNMC Office of Inclusivity. The speaker was Dr. Lindsay Bernhagen, Director of the Office of Inclusivity who conducts "Teaching & Learning" at the University of Wisconsin, Stevens Point.

## 2.2. Meetings and Councils.

2.2.1. Community Advisory Council for Diversity, Equity, & Inclusion – L. Connelly; 17 community members & leaders throughout NE; regular meetings (approximately monthly) since September 30, 2020

2.2.2. Internal Advisory Committee for Diversity, Equity, & Inclusion – C. Carithers; nine college of nursing and UNMC members, regular meetings (approximately weekly) since August, 2020

2.2.3. Multicultural Student Association – M.Shade, monthly meetings beginning in 2019-20

2.2.4. DEI is a standing item on the monthly College of Nursing Executive Council agenda and on the Dean's Student Advisory Council that meets five times annually.

2.2.5. Two Listening Sessions with the Dean held in June, 2020; June 17 for faculty and staff, June 19 for students. Both facilitated by Katie Brandert & Sarena Dacus. Topic: Racism and Structural Inequities.

2.2.6. Weekly faculty/staff Town Halls scheduled for spring, 2021 that include diversity, equity, and inclusion as one of the topics

2.2.7. Five student Town Halls scheduled for spring, 2021 (one for each campus) that include diversity, equity, and inclusion as one of the topics

2.3. Holistic Admissions. Have been used previously in MSN and DNP programs and under exploration for the BSN program

2.4. Recruitment Task Force. A PhD program that brought in a social media consultant who aided in the expansion of both their social media presence and the use of social media for inclusivity.

2.4.1. The consultant was Monica McLemore, PhD, RN, FAAN, Associate Professor, University of California San Francisco School of Nursing. She provided consultation to various groups within the College over a roughly four month period beginning in summer, 2020. One of the groups she consulted with was the College of Nursing Multicultural Student Association

## 2.5. Funded UNMC Diversity Grants.

2.5.1. Mark Darby, PI, 2020-22; Creative writing related to diversity.

2.5.2. Suhasini Kotcherlakota, PI, 2020-22; Universal design in teaching.

2.5.3. T. Aguirre, PI, 2019-21

2.5.4. M. Shade, PI, 2019-21

2.6. Training grant proposals. HRSA Workforce Diversity grant proposal under development; due 1/19/21; Cathrin Carithers, Project Director & Liane Connelly, Collaborator

2.7. Awards. National Rural Health Association, PhD student Jed Hansen, appointed as 2020-22 Rural Health Fellow

3. UNePlan OSI's and Future Activities.

3.1. Educational events. Planned for February 1, 2021. Audrey Solberg Smith Endowed Lecture in Teaching Excellence.

3.1.1. Lisa Coleman, PhD, Senior Vice President for Global Inclusion & Strategic Innovation who leads the lecture, "From DEI Toward Transformation". Dr. Coleman will be in active consultation with curriculum committees on starting February 2, 2021.

**UNMC College of Pharmacy (January 2021)**

1. Background. Pending.

2. Activities to date.

2.1. Modification of Associate Dean Position to accommodate DEI. The position was changed to "Associate Dean for Student Affairs and Diversity, Equity, and Inclusion". The position became effective October 1, 2020.

2.1.1. Barrier: Additional resources were not provided for the creation of this position; incorporated into an existing position.

2.2. Executive Committee Book Review.

2.3. DEI Committee. There has been a call for Faculty and Student volunteers to participate in the newly formed "Diversity, Equity, and Inclusion" Committee

3. UNePlan OSI's and Future Activities.

3.1. Committee Formation. Kickoff of UNMC COP "Diversity, Equity, and Inclusion" Committee.

3.2. Inventory of Educational Resources and Activities. Inventory of current didactic and professional activities within COP that address DEI related challenges.

- 3.3. Climate Survey. Conduct a COP-specific climate survey in spring 2021.
- 3.4. Advisory board. Establish an external advisory board of employers to identify potential opportunities within the COP.

## **UNMC College of Public Health (January 2021)**

1. Background. The College of Public Health continues to work on their “Ideas to Action” initiative. Ideas to Action is a collective response to the events and movements surrounding the murders of George Floyd, Breonna Taylor, and countless others who have died at the hands of systemic and persistent racism in the United States. A number of working groups, and a dedicated contingent of faculty, students, staff and CPH leadership meet monthly to respond to the question: “What is the important work we will do to address inequities, racism, and privilege in the college of public health and UNMC?”
  - 1.1. Working groups. Collaborations exist with: Community Engagement, Scholarship and Fellowship development for URM Students, Curriculum, Racial Justice Report Card, Hiring, Recruitment and Retention Practices, and DEI Training. The following table provides an update on each of these working groups.
2. Activities to date.
  - 2.1. Community Engagement. Exploring community connections and conducting research for health equity. Collaboration and familiarization with Heidi Keeler and introduction to the current initiative.
  - 2.2. Scholarship and Fellowship development for URM students. Exploration of pipeline and pathway Programs.
    - 2.2.1. Pathway/Pipeline expansion. Collaborating to work UHOP expansion beyond the college of medicine. The MOU is under final review. Five spots are currently being held for the College of Public Health for fall 2022.
  - 2.3. Identification of metrics for the college. Using White Coats for Black Lives “Racial Justice Report Card” as their foundation, they have identified several metrics to progress their unit forward. There are a total of 14 proposed metrics, four of which, have already been approved by faculty governance, as well as, another four that are ready for leadership approval.



### 3. UNePlan OSI's and Future Activities.

3.1. Community Engaged Seminar. Dr. Heidi Keeler is set to give a community engaged research seminar with a focus on Healthcare Education in March.

3.2. Charity and Service. The students in the college intend to conduct an equity run for charity in 2021. The college also intends to adopt an NGO to support (Partnership for Kids) in 2022.

3.3. Curriculum. The re-examination of curriculum to build in anti-racism content and DEI.

3.3.1. Develop a zero-credit hour IPE course that will incorporate EDI training. A team attended the IPEC Winter Workshop to begin designing the course.

3.3.2. Incorporate a review on EDI into course review and materials review.

3.3.3. Course review proposal complete. Meeting with CPH Leadership to present proposal in Q1.

3.3.4. Add EDI competency to syllabus mapping for all MPH core courses. Timeline for completion is Q1.

3.3.5. Create a CPH faculty toolkit on how to create a safe and inclusive classroom environment. Explore doing this as a campus-level activity versus college-level.

3.3.6. Create a CPH faculty toolkit on how to incorporate examples using EDI to teach discipline specific content.

3.4. Hiring, Recruitment, and Retention. Development equitable process for recruitment and hiring of faculty and staff. Working on guidelines to support staff and faculty recruitment and hiring.

3.5. Training. Identification of education and training opportunities for college on inequities and “-isms”.

3.5.1. There are funds committed for use of the Intercultural Development Inventory (IDI). Conduct IDI with CPH leadership in late Q1 or Q2. Following this, they will work with all CPH employees to ensure broad participation.

3.5.2. Working through a process to give resources, opportunities and that holds employees accountable for continued growth around DEI.

3.6. Designating a DEI point of contact. Adding a faculty member of CPH to participate in the UNMC Inclusion and Equity Council

## **UNMC Office of International Studies (January 2021)**

1. Background. Pending.

2. Activities to date.

2.1. Events and Activities.

2.1.1. Chinese Cultural Fair. The Chinese Cultural Fair is an all-campus event aimed at increasing awareness of the Chinese culture to UNMC students, faculty, and staff. Activities include food and tea tasting, Chinese calligraphy, food demonstrations, interactive games, and performances. Posters created about different cities, holidays, etc. are displayed as a way for attendees to learn more about the culture. The event is coordinated by the Office of Global Engagement (OGE), along with UNMC's China Scholarship Council Students and co-sponsored by the OGE, UNMC HR-Employee Relations, Organizational Development & Diversity, and UNMC Chinese Students and Scholars Association.

2.1.2. International Student Research Forum (ISRF). The mission of the ISRF is to provide an international stage for graduate research students to collaborate beyond the lines of disciplines and nationalities. The Forum aims to attract the world's brightest upcoming scientists and provides an opportunity to highlight excellent education and research. Ten UNMC domestic and international students are chosen to participate in this Forum, which rotates between four countries.

2.1.3. Holi Festival. The International Student Association traditionally hosts this annual spring event, which includes food, music, and the traditional color toss, as a way to rid the gloom of winter.

2.2. International Week. The annual campus-wide event is held during the fall semester and features customs, foods, and attire from a variety of ethnicities and cultures represented at UNMC. Ping-Pong and badminton tournaments are also held during International Week, which is organized by the UNMC International Student Association.

2.3. Ben Nelson Fellows Grant Program. This is a grant program is sponsored by Open World based in Washington D.C. Open World Program, a federal legislative diplomacy initiative that strives to stimulate goodwill and collaboration between the people of Russia and the United States. Ward Chambers, Mike Yanney, and Walter Scott are supporters of this program. Russian medical researchers or doctors begin their trip in D.C., and once in Omaha, they meet with various departments on campus, depending upon the members' expertise. They also tour possible areas including iEXCEL, bio-containment center, simulation Lab, and the Fred and Pamela Buffett Cancer Center.

2.4. SAGH. SAGH is a UNMC student organization that promotes global health education and activities at home and abroad. Monthly programs feature

speakers, panels, films, etc. on a relevant global health topic. Annual spring break service trips take place in Jamaica, Colombia, and a Native American reservation. SAGH also sponsors Medical Spanish short courses and a virtual global health journal club.

- 2.5. Breaking Barriers Seminars. UNMC's Graduate Studies department offers a variety of professional development workshops and seminars throughout the academic year. The Breaking Barriers seminars allow international students to share information about their homeland with their fellow UNMC students, including addressing misconceptions and stereotypes. The goal is to embrace diversity at UNMC and try to break down barriers between cultures and to develop a better understanding of the people they are studying and working with. It will give students a chance to grow and expand their thinking through a multicultural lens. The Breaking Barriers presentations are organized by the International Student Association (ISA) through a ISA funded grant.
- 2.6. Bridge to Care (BTC): An interdisciplinary student organization at UNMC that focuses on improving the health outcomes for recently resettled refugees in the Omaha area. It aims to discern group-specific needs, aid in acculturation and health care education, and improve cultural awareness among health care providers and students.
- 2.7. ACE Lab: The OGE was integral to UNMC joining the 15th cohort of the American Council on Education (ACE) Internationalization Lab and completing the two-year process in 2019. Curriculum Internationalization: UNMC encourages faculty to increase global perspectives in their on-campus courses and programs. It is important that students are exposed to global themes, regional histories and perspectives, foreign languages and works of literature, and disciplinary insights from different regions of the world. Such experiences are essential for students to develop a global mindset and the skills they need to contribute meaningfully in the rapidly changing and globalizing world. Grants of up to \$5,000 are awarded to faculty with a successful application as selected by the OGE.
- 2.8. Diversity. In 2019, UNMC hosted 374 international students and medical residents from 43 different countries. New international students are invited to participate in the Ambassador Program, which matches them with an experienced UNMC student for assistance in learning about student and community life in Omaha. New students also participate in a two-day orientation focused on topics relevant to international students. Pre-arrival and post-arrival activities are offered by the OGE to help make the transition and adaptation to UNMC and Omaha and smooth and welcoming experience. The OGE supports, organizes, and operates numerous students, faculty, and clinician short-term exchange and training programs. In 2019, the OGE supported 164 global learning experiences in 29 countries for UNMC students. The OGE also welcomed 37 physicians for clinical observation programs, 14 medical and 10

nursing students for clinical rotations, 29 faculty members, and 16 research students at UNMC. All of this strengthens the diversity of the campus by introducing the UNMC community to international perspectives and experiences.

2.9. Observership Program: UNMC works with partner universities and hospitals around the world to develop medical clinical observation training programs. The OGE provides opportunities for international physicians to learn the US medical system and clinical practice at UNMC and its affiliated partners in Omaha. These are strictly observerships; no patient contact is allowed.

### 3. UNePlan OSI's and Future Activities.

3.1. Immersion Spanish/Global Health Course: This new four-week course, launched in February 2021, is a collaboration between UNMC COM and the University of Anáhuac, Veracruz (UAV), located in Xalapa, Mexico. The immersion course features three weeks of intensive, individual instruction in the Spanish language, taught by the linguistic instructors from UAV, supplemented by six one-hour lectures on relevant medical/health topics. During the final week of the course, each student participant will prepare a presentation on the social determinants of health for the Omaha-based Hispanic population, set to be delivered on the last day of the rotation, with a post-presentation discussion. Scholarship assistance may be available to medical students who demonstrate financial need.

3.2. Training. Provide basic DEI training to international students and scholars.

## **UNMC McGoogan Library of Health Sciences (January 2021)**

1. Background. The McGoogan Health Sciences Library has done ample work in the realm of DEI. They have also identified areas where they can share or collaborate with either the Office of Inclusion and other groups on campus.

### 2. Activities to date.

2.1. Diversity values statement. Library administration is compiling a diversity values statement for library staff that they will use in their strategic planning, department and committee work, and will appear on the library's website. They hope to accomplish this by April 2021.

2.2. Expanded research guide. Library staff have added to the original Black, Indigenous, and People of Color Resource Guide by adding guides on LGBTQ+ and abilities. They have purchased electronic books when they are available for libraries. There are plans to promote the new guides in January 2021 after they

finish nesting the guides on their site.

2.2.1. <https://unmc.libguides.com/diversity>

2.2.2. <https://unmc.libguides.com/LGBTQ>

2.2.3. [https://unmc.libguides.com/diversity\\_ability](https://unmc.libguides.com/diversity_ability)

- 2.3. Programming. The library's events committee and programming task force are hosting a speaker series this spring with virtual lectures by Dr. Donny Suh and Dr. Lydia Kang. They hope to expand the series this spring and next fall. They anticipate collaborating with the Office of Inclusion and colleges, especially around sessions on health disparities.
- 2.4. Training. The library has two planned training sessions for January 2021. They are providing "Hollaback" training for library staff. They intend to share their training experience with the Offices of Inclusion and Equity. They have also provided a post-assessment survey on the training. In conjunction with these initiatives, they have committed to conducting Intercultural Development Inventory training. These trainings follow up on previous trainings the library has done on implicit bias and micro-aggressions.
- 2.5. Benchmark survey. The library has invested in resources in improving the library's DEI climate. They have committed to their efforts by incorporating DEI in their operations, programs, and services. They are conducting an internal benchmark survey by March 2021 to evaluate the work they have done and where they are headed. They hope to conduct this survey on an annual basis. They intent to share the survey with the Office of Inclusion once it is ready.
- 2.6. Consultant for Special Collections and Archives. As the library expands its institutional and community reach with their collections via the Wigton Heritage Center, they have reflected on how their collections do not reflect the diversity of UNMC and health professionals across the state. They intend to take action in active collecting of individuals, organizations, and issues related to DEI. These collections could include oral histories, papers, minutes, and reports. While they cannot erase past collecting practices, they will move forward in finding what is still available and collect for future generations. They seek to ensure that their collections and exhibits to reflect the entirety of the campus community. They have hired a temporary employee who will serve as a community historian. This staff member brings experience working with Omaha Public Schools on making invisible histories visible and meeting with key groups, such as the Office of Inclusion, Inclusivity and Equity Council, representatives from affinity groups, colleges, and institutes on identifying collection areas.
- 2.7. Restorative work. Christian Minter, has received national attention for withdrawing an accepted manuscript with four co-authors from the Journal of the Medical Library Association based on their experiences in the final editing process. The editor has issued a public apology with a plan of action. Christian

and her co-authors have published the editorial via the library's DigitalCommons publishing platform.

3. UNePlan OSI's and Future Activities.

3.1. Safe Space and Brave Space. Collaborative launch of the Inclusion Corner in collaboration with the Office of Inclusion set to launch spring 2021

**UNMC Munroe-Meyer Institute (January 2021)**

1. Background. Pending.

2. Activities to date.

2.1. Launch of Town Hall meetings. There were roughly 200 participants at a town hall meeting that was held by zoom on June 9 from 3:30 – 5:00 pm. This was followed by writing on the sidewalk the names of the unarmed black individuals fallen by the hands of police and wrote supporting messages and the archives of the event can be found with the Office of Strategic Communications.

2.2. MMI Diversity and Inclusion Committee. The MMI Diversity and Inclusion Committee has been formed, led by Jacqueline Hankins and Graciela Sharif.

2.3. Salary Equity. Their business office has reviewed any potential salary disparities

2.3.1. The promotions and tenure committee is reviewing its promotion and hiring practices, including dissemination strategies to HBCU's.

2.4. Book Club. A diversity library and book club was formed; the group read and discussed "White Fragility" by Robin DiAngelo.

2.5. Autism Clinic in North Omaha. The institute is building an Autism Clinic for Toddlers in Omaha North (ACTION), with move-in date in spring of 2021 and is working with Avenue Scholars to recruit and train ~20 Black registered behavioral technicians for the Clinic.

2.6. Climate Survey. A climate survey for MMI in the area of DEI was performed and discussed the findings.

3. UNePlan OSI's and Future Activities.

3.1. Diversity Fund. The exploration and establishment of a dedicated diversity fund.

- 3.2. Paid Internships. MMI intends to offer roughly 15 paid summer internships to underrepresented students which is dependent on COVID-19 implementation

### **UNMC Research (January 2021)**

1. Background. Pending.
2. Activities to date.
  - 2.1. Health Disparities RFA. Will be hosting again this spring and will collaborate with the Office of Inclusion to disseminate this opportunity as soon as it is posted. Will also be seeking volunteers to participate in the review session, as these “study section” reviews are themselves very educational and it is important to have a diverse panel of reviewers as well.
  - 2.2. Implicit Bias Training. Participation in Implicit Bias Trainings held on campus.
3. UNePlan OSI’s and Future Activities.
  - 3.1. Distinguished Scientist Award. This was scheduled for February 2021.
  - 3.2. Research Tech Talk or Workshop. Regarding how “language” can be misinterpreted or what words might have meanings that aren’t intended; Tess Kuenstling had heard a speaker at a Chamber of Commerce meeting. It has been discussed and the plan is to bring a speaker from this organization to campus. Pending coordination of a potential collaboration with the Office of Inclusion.
  - 3.3. DEI Resources. Actively attempting to gather examples of successful diversity supplements to share with others in the Grant Resource Library with the intent of having a workshop on best practices for success.
  - 3.4. Transparency. Academic leaders are sharing their active efforts to intentionally recruit diverse candidates to contribute to the workforce in their unit.
  - 3.5. Reporting Legitimacy. They have been and are continuing to take any concerns reported to them seriously.

## **UNMC Student Success (January 2021)**

1. Background. Pending.
2. Activities to date.
  - 2.1. Military Connected Orientation. Held on August 1, 2020. In collaboration with the College of Nursing and the VA, students were provided information relevant to the populations who serve or have serving family members.
  - 2.2. Bridging the Gap Series. Held sessions in September 2020 and January 2021. In collaboration with the UNL Explore Center, the Office of Inclusion, and RHOP, students in the established pathway programs RHOP and KHOP were exposed exposure to DEI related concepts.
  - 2.3. Groundwater approach introduction and promotion. Held on October 1, 2020. Introduced campus to the “Groundwater Approach”. It is a mechanism that breaks down the concept of “systemic racism” in a way that is digestible.
  - 2.4. Erasing Cultural Indifference 3 part series. In collaboration with Faculty Development and the Offices of Inclusion and Equity, a person was trained in Dr. Vicki Sapp’s curriculum.
  - 2.5. LGBTQIAS2+ 101. In collaboration with the Student Pride Alliance and the GSRC (Gender and Sexuality Resource Center), there was an introduction to appropriate engagement with LGBTQIAS2+.
  - 2.6. Nebraska Promise Learning Community Webinar. Held in November 2020. In collaboration with the Office of Financial Aid, held a webinar to launch the Nebraska Promise Learning Community.
  - 2.7. Inclusive Nebraska. Held in January 2021. Hosted a student training session in collaboration with the newly established Student Senate.
3. UNePlan OSI’s and Future Activities. Pending.



## **UNMC Office of Business and Finance (January 2021)**

1. Background. Pending.
2. Activities to date.
  - 2.1. Invited the CDO to monthly business and finance meetings. Took place on August 12, 2020. Dr. Strong attended the monthly business and finance meeting to discuss DEI initiatives and ways to engage leadership.
  - 2.2. Intercultural Competency 4-hour Workshop with Linda Cunningham. Took place on October 14, 2020. Each person received a personal one-hour debrief.
  - 2.3. Breakthrough Thinking Series - DEI Drs. Olayiwola and Shim. Took place on November 23, 2020.
  - 2.4. Inclusion Refocused Event. Took place on December 11, 2020. Inclusion Refocused: Race Conversations and the Urgency of Now with James Wright in collaboration with UNO.
  - 2.5. UNO's Strategic Planning Forum - Inclusive Excellence. This took place on December 17, 2020.
3. UNePlan OSI's and Future Activities. Pending.